



Innovative Workforce Solutions

**WORKFORCE ARIZONA COUNCIL
Executive Committee**

Wednesday, November 12th 2025 | 1:00 pm – 3:00 pm

Virtual Meeting

Zoom Information

Meeting ID: 814 5568 7758 Passcode: 557163

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1. **Call to Order, Chair Mark Gaspers** (3 minutes)
 2. **Roll Call, Giselle Retana** (2 minutes)
 3. **Call to the Public, Chair Mark Gaspers** (3 minutes per person)
 4. **Approval of minutes from Q3 August 14th, 2024 Executive Committee Meeting, Vote, Chair Gaspers** (2 minutes)
 5. **Welcome: New OEO Leadership, Chair Mark Gaspers** (3 minutes)
 6. **Governance and Compliance, Deseret Romero** (15 minutes)
 - a. **LWDB Job Center Certification (NEW CENTER), Vote**
 - i. **Pima County**
 - b. **2025 Recertification Update**
 - i. **Northeastern Arizona**
 - ii. **Coconino County**
 - iii. **Arizona Tribal Workforce**
 7. **Workforce Arizona Council Annual Report, Vote, Janice Garza** (15 minutes)
 8. **Workgroup Updates, Janice Garza** (10 minutes)
 - a. **Training Effectiveness**
 - b. **Continuous Improvement**
 - c. **Increasing Apprentices**
 9. **Agency Updates:**
 - a. **OEO: Director Mary Foote** (10 minutes)
 - i. **Workforce Arizona Summit: Recap and Next Steps**
 - ii. **2024 - 2034 Industry Employment Projections**
 - b. **DES: Assistant Director Division of Employment And Rehabilitation Services, Anna Hunter** (20 minutes)
 - i. **Recapture & Reallocation**
 - ii. **Unemployment Insurance Benefits**
 - iii. **Rapid Response Update**
 - iv. **TEGL 02-25: Industry-Driven Skills Training Fund [Grant](#) Program**
 10. **Adjournment** (2 minutes)

Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Executive Committee and to the general public that the Committee will hold a meeting, open to the public, on November 12th, 2025 from 1:00pm-3:00pm. via Zoom.

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

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

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

DRAFT



OFFICE OF
ECONOMIC
OPPORTUNITY

Workforce Arizona Council Meeting

Executive Committee
November 12, 2025

Welcome & Call to Order

Mark Gaspers, Chair



Roll Call

Giselle Retana, Workforce Arizona Council
Administrative Coordinator



Call to the Public

Mark Gaspers, Chair



Approval of Minutes

Q2 April 17, 2025

Executive Committee Meeting

Mark Gaspers, Chair



Welcome: New OEO Leadership

Mark Gaspers, Chair



Welcome: New OEO Director, Mary Foote



Mary Foote
Director, Office of Economic
Opportunity



Governance and Compliance

Deseret Romero, Governance and Compliance Advisor



Job Center Certification (New Center)

Deseret Romero, Governance and Compliance Advisor



LWDB Job Center Certification

- **Policy Goals:**

- Ensure ARIZONA@WORK job centers meet performance and operational standards.
- Foster continuous improvement and innovation in service delivery.

- **Key Policy and Compliance Requirements:**

Local Workforce Development Boards are tasked with the completion of the certification assessment tool and letter signed by the LWDB Chair and Executive Director certifying their comprehensive and affiliate sites to the Council. The following requirements are outlined in the assessment:

- Physical accessibility
- Programmatic accessibility
- Career services
- Business services
- Employment and training
- Youth measures
- Continuous improvement



LWDB Job Center Certification

RECOMMENDATION
LWDB Job Center Certification

Pima County Workforce Investment Board

“NEW CENTER”
ARIZONA@WORK Pima County - Northwest Service Center
1010 W. Miracle Mile Rd, Tucson, Arizona

Action Item: Motion to approve the recommended Pima County Workforce Investment Board’s new Northwest Service Center - Job Center Certification to the Full Council.



2025 LWDB Recertification

Deseret Romero, Governance and Compliance Advisor



LWDB Recertification Overview

Purpose & Importance

- Ensures LWDB compliance with WIOA regulations and state policies
- Promotes accountability, transparency, and effective governance
- Supports sound financial management and public trust in workforce programs

Scope

- Applies to all Arizona LWDBs
- Requires submission of signed governance, compliance, and operational documents
- Confirms adherence to policies on membership, financial oversight, service provider agreements, and open meeting laws

Key Policy & Compliance Requirements

- Membership Roster & Standing Committees
- Bylaws & Consortia Agreement (if applicable)
- Shared Governance Agreement & Organizational Chart
- Service Provider and One-Stop Operator Agreements
- Local Plan, MOU/IFA, and Policy Development
- Conflict of Interest, Training Services, Oversight, & Funds Management
- Sunshine Provision & AZ Open Meeting Law
- Self-Assessment Checklist



2025 LWDB Recertification Updates

Northeastern Arizona Workforce Development Board

- LWDA Inquiry
 - Recent inquiry of the redesignation process
- Recertification
 - Pause due to inquiry

Coconino County Workforce Development Board

- Compliance Report
 - Recent updates to board leadership and executive staffing
- Recertification
 - Under Final Review
 - Council consideration for approval (February - March Meetings)



2025 LWDB Recertification Updates

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, technical assistance is to be provided 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.

○ Technical Assistance Plan

- Monthly Technical Assistance Meetings
- Monthly Status Updates
- Timeline for Completion of Requirements
- Updates to Council on Progress

○ Progress

- Bylaws
- Policies
- One Stop Operator Procurement
- 2025-2028 LWDB Local Plan
- Shared Governance Agreement
- MOU/IFA



Workforce Arizona Council Annual Report

Janice Garza, Workforce Council Policy Manager



Council Annual Report Update

- Pursuant to [A.R.S §41-5401\(C\)](#) The Workforce Arizona Council shall submit a written annual report to the governor, the president of the senate, the speaker of the house of representatives and the joint legislative budget committee by December 1 of each year.
- The report provides information specifying the levels of performance achieved with respect to the primary indicators of performance of workforce development programs and performance with respect to individuals with barriers to employment disaggregated by race, ethnicity, sex and age.
- Additional information required in the report include the number of **participants served or exited, associated costs, and overall federal funding expended to provide career and training services to individuals.**
- Effective 9/11/2024 the annual report will be supplemented as required in item number ten under Executive Order 2024-04 Creating the Governors Talent Ready AZ Workforce Cabinet.

Action Item: Motion to conditionally approve the Annual Draft Report to Full Council consent agenda.

Workgroup Updates

Janice Garza, Workforce Council Policy Manager



Training Effectiveness Workgroup

- Kick-Off meeting: 10/20/25
- Membership and time expectations were discussed for charter revisions
- Summer HIT Dashboard Publication Reviewed
 - Technical improvements made to the analysis by the OEO EA Team
 - Updated HIT enrollment data
- The workgroup will meet on the following dates:
 - December 16
 - January 27
 - March 10
 - April 21
 - June 2
 - July 14
- The Council sponsor, Kristen Mackey will provide a detailed update and recap of the work being done at each full council meeting



Continuous Improvement Workgroup

- Kick-off meeting: 10/30/25
- Membership discussed
 - The inclusion of local area executive directors when appropriate will be implemented
- The focus will be to conclude the project work as provided in the current charter.
 - [Recapture and Reallocation Policy Project Overview](#)
 - Expand the workgroup to include federal updates to be discussed contextually to the workgroups scope
- Discussion and agreement
 - To focus on a culture of open communication which provides successes and challenges, not just positives and fosters a continuous improvement mindset
 - To remain diligent about avoiding any duplication of work or efforts and ensure the Council remains a strategic oversight partner
- The Council sponsor, John Walters will provide a detailed update and recap of the work being done at each full council meeting



Increasing Apprentices Workgroup

- Kick-off meeting: 11/3/25
- Membership discussed and will align with the direction and revised priorities for charter and Council goal revisions:
 - Priority #1: Increase employer engagement before increasing apprentices
 - Priority #2: Develop a consistent message on apprenticeships to be used by all business service representatives
 - Priority #3: Develop data driven state policy recommendations as a long term goal
- The workgroup will meet on the following dates:
 - January 14
 - February 25
 - April 8
 - May 20
 - July 8
- The Council sponsor, Dennis Anthony will provide a detailed update and recap of the work being done at each full council meeting



Agency Updates





OFFICE OF ECONOMIC OPPORTUNITY

OEO Updates:

- Workforce Arizona Summit: Recap and Next Steps
- 2024 - 2034 Industry Employment Projections

Workforce Arizona Council Summit: Recap & Next Steps

- Thank you for the 2025 Summit!
 - 400 in attendance, 1.5 days
 - New and favorite element: Labor market and demographic experts
- June 2026: Save the Date coming soon!
 - 2-day event, Maricopa County
 - Reception and Awards Dinner
 - Seeking Sponsorships
 - Labor Market/Demographics
 - Workforce Strategy
 - Tribal Communities Focus
 - Local Board Collaboration

Survey coming soon!





OFFICE OF
ECONOMIC
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2024 - 2034 Industry Employment Projections
Release coming Thursday, November 13, 2026

oeo.az.gov



ARIZONA

— DEPARTMENT OF —
ECONOMIC SECURITY



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Innovative Workforce Solutions

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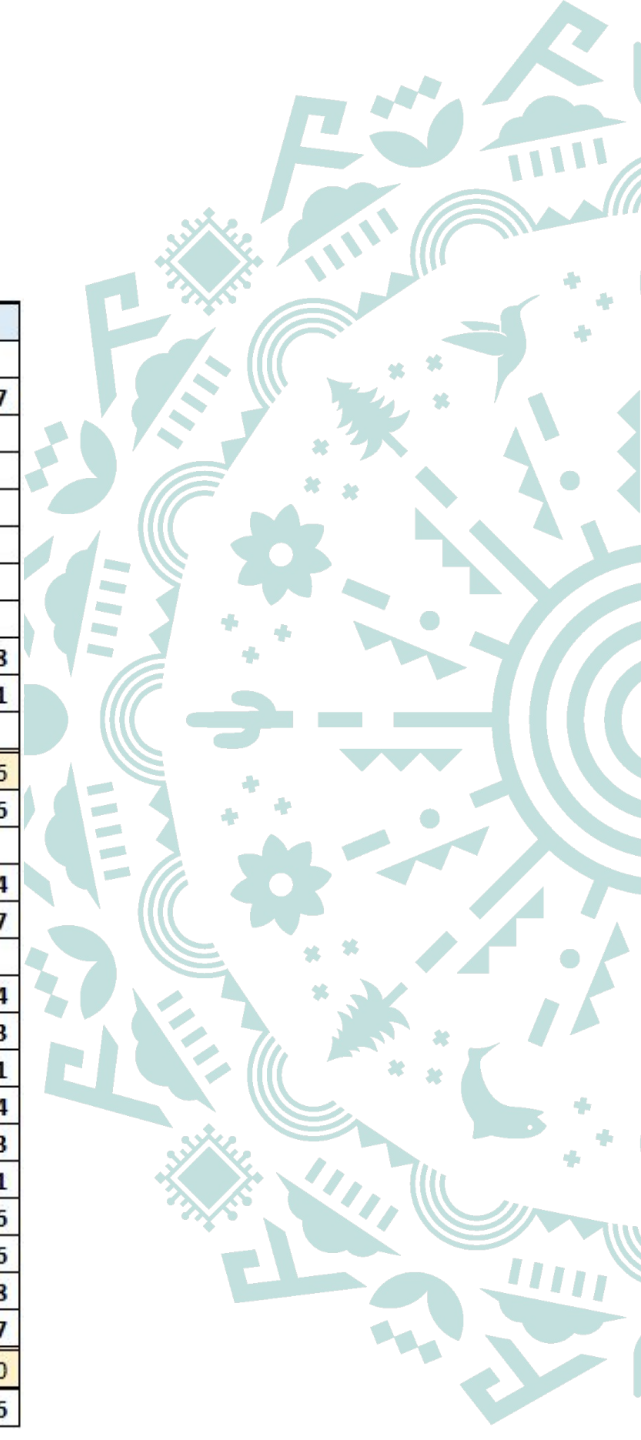
DES Updates:

- Recapture & Reallocation
- Unemployment Insurance Benefits
- Rapid Response Update
- TEGL 02-25: Industry Driven Skills Training Fund Grant Program

Recapture & Reallocation

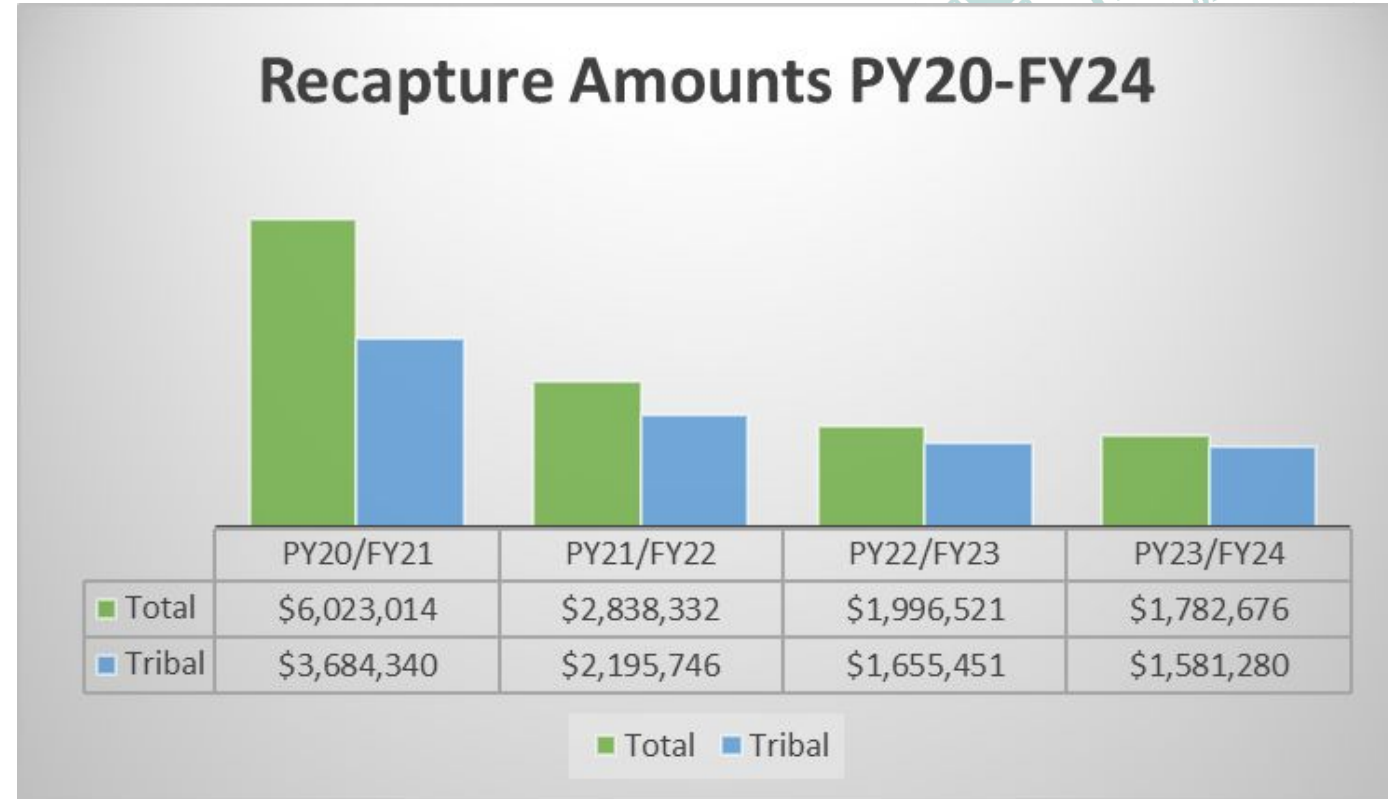
- Finalized recaptured funds as of 10/31/2025 for PY23/FY24

Local Area	Youth	Adult	DW	DW to Adult	Admin	Total
Cochise	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Coconino	\$ 68,032	\$ -	\$ -	\$ -	\$ 7,965	\$ 75,997
Pinal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Maricopa	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Mohave	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NEAZ	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Phoenix, City of	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pima	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Cruz	\$ -	\$ -	\$ -	\$ -	\$ 41,628	\$ 41,628
Yavapai	\$ -	\$ -	\$ 83,771	\$ -	\$ -	\$ 83,771
Yuma	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
City/County Subtotal	\$ 68,032	\$ -	\$ 83,771	\$ -	\$ 49,593	\$ 201,396
Cocopah Indian Tribe	\$ 14,258	\$ -	\$ 3,500	\$ -	\$ 178	\$ 17,936
Cocopah NTN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Colorado River Indian Tribes	\$ -	\$ -	\$ 12,926	\$ -	\$ 338	\$ 13,264
Gila River Indian Community	\$ 192,085	\$ 175,443	\$ 28,780	\$ -	\$ 3,879	\$ 400,187
GRIC - NTN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Hopi Tribe	\$ 67,874	\$ 85,133	\$ 41,019	\$ -	\$ 4,838	\$ 198,864
Hualapai Tribe	\$ 64,552	\$ 61,545	\$ 6,794	\$ -	\$ 2,802	\$ 135,693
Fort Mojave	\$ -	\$ -	\$ 4,081	\$ -	\$ -	\$ 4,081
Pascua Yaqui Tribe	\$ -	\$ 2,878	\$ 1,342	\$ 23,716	\$ 3,748	\$ 31,684
Quechan Indian Tribe	\$ -	\$ -	\$ 9,508	\$ -	\$ 1,705	\$ 11,213
Salt River PMIC	\$ -	\$ -	\$ 12,361	\$ -	\$ -	\$ 12,361
San Carlos Apache Tribe	\$ 120,879	\$ 89,565	\$ 48,112	\$ -	\$ -	\$ 258,556
Tohono O'Odham Nation	\$ 165,345	\$ 166,634	\$ 102,685	\$ -	\$ 6,742	\$ 441,406
White Mountain Apache Tribe	\$ -	\$ -	\$ 48,378	\$ -	\$ -	\$ 48,378
Yavapai-Apache Nation	\$ -	\$ -	\$ 7,657	\$ -	\$ -	\$ 7,657
Tribal Subtotal	\$ 624,993	\$ 581,198	\$ 327,143	\$ 23,716	\$ 24,230	\$ 1,581,280
Total	\$ 693,025	\$ 581,198	\$ 410,914	\$ 23,716	\$ 73,823	\$ 1,782,676



Recapture and Reallocation Continued

- Recaptured funds are utilized for statewide initiatives.
- In alignment with Council priorities, these initiatives are:
 - Reentry program and Second Chance Centers,
 - Office of Registered Apprenticeship,
 - Maintenance and operations of Arizona Job Connection (AJC).
- The LWDBs have been spending more of their grant allocations since PY20 as shown by the graph on the right. The total amount of funds reverted continues to decrease annually.



Unemployment Insurance Benefits

- ADES launched CACTUS on September 7th:
 - The new system provides claimants and employers with a modernized platform to track claim information, use streamlined self-service tools, and create a more accessible experience.
- As of 10/18/2025, over 179,000 claims have been successfully submitted in CACTUS, and nearly \$37 million in benefits have been paid.
- Federal funding cuts have led to a 60% reduction in unemployment insurance staffing levels, severely impacting our ability to process claims and manage call center operations efficiently.



State Rapid Response Process FY26

Step 1

Notification of Layoff is Received by the State

A notification could be a WARN, Non-WARN, Disaster, TAA Event. State RR Unit acknowledges WARN receipt & enters WARN into the state system of record.

Step 2

Initial Communication of WARN

The affected Local Area RR Coordinator is notified via email receiving WARN copy and relevant info, including the RR Event Number.

Step 3

Employer Contact

Local Area RR Coordinator takes lead of activity and service delivery and attempts initial employer contact. State to support or lead, as needed.

Step 4

Identify the RR Event Team

Leading RR Coordinator identifies & assembles the RR Event Team, including appropriate partners and the State RR unit, as needed, based on employer assessment.

Step 5

Develop the Plan

The leading RR Coordinator, along with the supporting RR Event Team, will develop a plan based on the employer's needs, inform appropriate partners and the State RR unit of the plan, and outline event support responsibilities.

Step 6

Execute the Plan

The RR Event Team and supporting partners execute the Rapid Response plan.
(Resources, Services, and/or Events)

Step 7

Outcomes

Staff providing services track and report RR activity & outcomes in the state system of record, including:
Employment,
WIOA Trainings,
ARIZONA@WORK
Services, etc.
(Reporting)

Step 8

Evaluate Effectiveness of the Plan

DES QAIA evaluates the plan and activities for effectiveness and policy compliance.
(Monitoring)



Rapid Response Update

FY26 Q1 Data

- 18 WARNs affecting 3,786 workers
- 9 Non-WARNs affecting 831 workers
- 23 Coordinated Events

Top Layoff-Affected Industries by number of companies

- Transportation and warehousing - 5
- Health care and social assistance - 4
- Accommodation and food services - 4
- Professional, scientific and technical services - 3
- Information Technology (IT) -2
- Manufacturing - 2
- Finance and insurance -2

Top 5 Layoff-Affected Industries by number of affected workers

1. Health care and social assistance - **1527**
2. Information Technology (IT) - **793**
3. Accommodation and food services - **545**
4. Professional, scientific and technical services - **509**
5. Transportation and warehousing - **496**

Mobile Resource Units (MRU) Project

- 44% complete as of September 30, 2025; Project completion: Fall 2026

Arizona Rapid Response Layoff Dashboard



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

- DES has been awarded \$5 million for the Industry-Driven Skills Training Grant Program with conditions to submit a more detailed plan that will be approved by DOL by the end of December 2025.
- The priority industry is advanced manufacturing in Local Workforce Development Boards (LWDB) in Maricopa County, Pinal County, and City of Phoenix. DES has met with the LWDBs to begin implementation in Spring 2026.
- DES and LWDBs are in communication with Employers Lucid, TSMC, Boeing, LG Energy Solutions, Lux Precision, and other advanced manufacturing employers.
- The projected participant count is to provide training to 1,110 participants.
- DES is currently working on establishing contracts with the LWDBs.
- Arizona Job Connection Account for the industry grant has been created for enrollments.
- DES will wait for more guidance once the federal government opens back up.



Questions?

REMINDER:

- **Full Council Meeting 11/20/2025**
Hybrid Meeting (Zoom) & In-Person:
1700 W Washington Street
2nd Floor Conference Room
**** *quorum required***
- **Executive Committee Meeting 2/12/2026**
Virtual via Zoom

Thank You!





Innovative Workforce Solutions

WORKFORCE ARIZONA COUNCIL Q3 Executive Committee Meeting Minutes

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

Virtual Meeting

Zoom Information

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

Meeting ID: 814 5568 7758 | Passcode: 557163

1. Call to Order

Chair Mark Gaspers welcomed Executive Committee members and the public to the Executive Committee meeting. Reminding those attending that only members of the Executive Committee are permitted to vote and to be respectful and remember to mute your microphones.

2. Roll Call

Giselle Retana conducted a roll call, a quorum was present.

Attending: Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: Director Michael Wisheart, Beverly Wilson)

3. Call to the Public

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

4. Approval of minutes from Q2 April 17th, 2025 Executive Committee Meeting

MOTION:

Chair Gaspers called for a motion to approve the April 17, 2025 Executive Committee meeting minutes. Second Vice-Chair Michelle Bolton made a motion; Vice-Chair John Walters seconded the motion.

All in Favor Vote Held:

In Favor: Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: Director Michael Wisheart, Beverly Wilson)

Opposed: None

Motion Passed

5. Governance and Compliance

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

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

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

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

a. 2025 LWDB Recertification

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

- LWDB Recertification Overview
The brief overview highlighted the requirements for Local Workforce Development Boards (LWDBs) completion of the WIOA recertification process by submitting key governance and compliance documents to confirm adherence to WIOA regulations and state policies. This process ensures accountability, transparency, and proper oversight of workforce programs through compliance with requirements such as board membership, financial management, and open meeting laws.
- LWDB Recertification Submission Policy
Provided overview of the key policy and compliance requirements per Council’s LWDB Recertification Submission Policy.
- 2025 LWDB Recertification Recommendations
Recommendations for 2025 LWDB Recertification was recommended for the City of Phoenix, Coconino County, Santa Cruz County and Yavapai County. The recommendation for City of Phoenix is contingent upon the City Council’s approval of the MOU/IFA and One Stop Operator contract on September 17, 2025 and Santa Cruz County’s Board of Supervisor approval of the One Stop Operator contract on August 20, 2025. It was noted that if the respective CEOs do not approve these agreements on the dates noted, the recommendations will not be considered by the Full Council at the September 18, 2025 meeting and Council Staff will work with those local areas for consideration at Council’s Q4 meeting.
- 2025 LWDB Recertifications “Pending”
Pending recertifications are the Northeastern Arizona Workforce Development Board and the Arizona Tribal Workforce Development Board.

Northeastern Arizona

Northeastern Arizona, while meeting most of their recertification requirements, is undergoing the 2025-2028 Local Plan process. Earlier this year they experienced a staffing adjustment, with the new Executive Director working through several priority requirements in order to meet their local board obligations. Northeastern Arizona’s 2025-2028 Local Plan is currently in the public comment period of the process. Following the public comment period Council staff will conduct a review of the final submission and pending no major issues, anticipate recommending both the local plan and recertification at the 4th quarter Council meetings.

Arizona Tribal Workforce Development Board

Fiscal Agent

Over the past few years, the Arizona Tribal Workforce Development Board, in collaboration with the Department of Economic Security (DES), has made several diligent 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.

Unfortunately, the delay in securing a fiscal agent resulted in staffing reductions and project management challenges for the Arizona Tribal Workforce Development Board. These disruptions impacted the Board’s ability to stay on track with its recertification obligations.

Technical Assistance Requirement

In accordance with the WIOA and Council policy, technical assistance must be provided to Local Workforce Development Boards (LWDBs) that are unable to successfully complete the recertification process. WIOA emphasizes the role of the State in supporting local boards through

guidance, oversight, and capacity-building efforts to ensure compliance and effective functioning.

Corrective Action Plan

Council staff have been working with the Arizona Tribal Workforce Development Board to outline a Corrective Action Plan to assist them with completing their recertification obligations. A summarized outline of the Corrective Action Plan includes:

- Monthly Technical Assistance meetings
- Monthly Status Updates for each of the requirements.
- Timeline for completion of the requirements
- Updates to Council on their progress

Noting that the Arizona Tribal Workforce Development Board is making progress and expects multiple completions of these obligations in the coming months.

Questions/Comments:

Jenna Rowell: I wanted to be clear, is the corrective action plan for the Tribal Workforce Board adopted and accepted by that board, and that is, in fact, a plan they are going to go forward with?

Deseret Romero: So, not necessarily by their Board, but we have been working with the Executive Director as she works towards bringing those items up to compliance. So, as our role as Council staff, it's our form of technical assistance to provide to them.

Jenna Rowell: Okay, I just wanted to be clear, so the four items on the Corrective Action Plan (CAP), were those recommendations out of that technical assistance for what their corrective actions should be. Is that the right interpretation?

Deseret Romero: That's how we're working towards, providing that technical assistance for them to meet those compliance obligations. So it's basically just a plan to help us work through that process with them.

Crystal Banuelos: While communication with our Executive Director has been maintained, this is a lot of new information currently presented. The Board hasn't been apprised that CAP was being considered. So we would like time given our Board meets monthly and given that our Board is made up of 13 sovereign tribal nations, there is a delay and want to make sure everyone on the Board is aware of maintaining regular communications.

Vice Chair John Walters: So I know when we had this conversation, I'm gonna say 6, 8 months ago, that OEO was gonna hire somebody, or it would be somebody's responsibility, and I don't know that we ever circled back on that one, because it's an additional duty as a fiscal agent.

Chairman Mark Gaspers: DES or OEO?

Vice Chair John Walters: OEO, because OEO is the fiscal agent for the tribal nations. And so, at one point, they said, who's going to take over and actually do the work?

OEO Director Carlos Contreras: We actually do have somebody hired for that, John. They've been with the team for about 7 months now.

Chairman Mark Gaspers: Awesome, thank you.

MOTION:

Chair Gaspers called for a motion to approve the recommended 2025 LWDB Recertifications of City of Phoenix, Coconino County, Santa Cruz County and Yavapai County as presented to the Full Council for final consideration. Vice-Chair John Walters made a motion; Alex Horvath seconded the motion.

All in Favor Vote Held:

In Favor: Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: Director Michael Wisehart, Beverly Wilson)

Opposed: None

Motion Passed

6. 2026 Executive Committee and Full Council Dates

Giselle Retana presented the draft 2026 Executive Committee and Full Council meeting dates for consideration.

MOTION:

Chair Gaspers called for a motion to approve the proposed 2026 Executive Committee & Full Council dates moving to the Full Council for consideration. Second Vice-Chair Michelle Bolton made a motion; Vice-Chair John Walters seconded the motion.

All in Favor Vote Held:

In Favor: Chair Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: Director Michael Wisheart, Beverly Wilson)

Opposed: None

Motion Passed

7. OEO Director Update

Office of Economic Opportunity Director Carlos Contreras shared the following updates:

New Workforce Administrator

Introducing new Workforce Administrator Patrick Brown and welcoming him to the team.

Workforce Summit Recap

The Summit was a success that drew over 400 participants and incorporated 3TV and Phoenix Business Journal as media partners this year. Additionally, Governor Hobbs, mayors and county supervisors were highlighted as presenters during the event and thanked Vice Chair John Walters and Second Vice-Chair Michelle Bolton for emceeding on the second day. Given the great success, the team is already looking to build on the momentum for next year.

Other Agency Updates

In terms of agency updates, OEO received notification from the Economic and Infrastructure Development (EID) grant program that we were invited to do a second round application of a million dollars intended to support Ready Tech Go in Pinal County, Santa Cruz County and Pima County. Additionally, we applied for a NGA Apprenticeship Grant of \$50,000 but have not heard back from the NGA Chair. For BuildItAZ, rounds 3 and 4 grants to be released before the end of August: round 3 is similar to rounds 1 and 2, however round 4 is new as it'll provide support to the community colleges. Moreover, OEO was awarded two new programs: an adult education diploma project and a dual enrollment community college program. In final news, Director Contreras announced his departure from the role on August 22nd.

Questions/Comments:

Chair Mark Gaspers: Thanked OEO Director Carlos Contreras for his energy and industry mindset he brought to the role.

8. State Plan Modification Update

Janice Garza provided an overview of the required elements and operational components. Patrick Brown and Deseret Romero outlined the proposed strategy, including forming a core partner interagency work group in October 2025 and targeting draft completion by February 2026. The team discussed initial areas for modification, such as data-driven evaluation and workforce accessibility, and presented a detailed timeline for the modification process, including phases for data collection, stakeholder engagement, drafting, and final submission to DOL.

Questions/Comments:

Chair Mark Gaspers: Do we have to vote on the State Plan Modification by March? Or do we just not know?
Patrick Brown: We don't know.

Chair Mark Gaspers: We'll just obviously need to be in touch about those deadlines and how that impacts if we have to call a special open meeting.

Patrick Brown: We don't know, but the goal is that the December TEGL will provide us with better guidance for those deadlines. But, it is possible we may have to do some sort of special session.

Chair Mark Gaspers: Other questions?

Vice Chair John Walters: Is this where we could also revisit in-demand industries?

Chair Mark Gaspers: Yes, part of the process.

Patrick Brown: Right, that's going to be part of the focus groups where we can re-evaluate current industry partners.

Chair Mark Gaspers: Other questions?

Jenna Rowell: I just wanted to point out, in the proposed timeline, I think that's a really tough period for stakeholder engagement, November 16th to December 20th, especially in rural areas, and you mentioned community colleges, they'll wrap the semester and have a graduation. It may be a challenge for some of the local workforce areas and the target stakeholders

Patrick Brown: We're hoping that we'll be able to at least give a little bit of notice prior, but yes, thank you for that, for that feedback.

Second Vice Chair Michelle Bolton: How many meetings are you planning on doing for that stakeholder engagement?

Patrick: We haven't settled on a number. However, based on where we are with the process, ideally we'd like to do four, but it might be two and two.

Second Vice Chair Michelle Bolton: We also have a Council meeting during that timeframe if there is an opportunity to tag a meeting on in case council members want to also participate.

Patrick: Absolutely.

Chair Mark Gaspers: Thank you to the team, for that update, and just, yeah, please just do stay in contact, let us know as, as that's released, and also just as we get started.

9. Workgroup Updates

Janice Garza announced upcoming workgroup meetings in October. The Continuous Improvement workgroup will be expanding to discuss federal policy changes and allow for a consistent message to be provided around federal changes. We are looking at the schedule for the workgroups and reviewing membership needs for Q1 and Q2, with plans to provide a 2024-2025 recap of workgroup successes.

10. DES Agency Updates

Anna Hunter, DES Assistant Director shared the following updates:

a. WIOA & Federal Funding

For federal funding, DES received the estimation from DOL and the TEGL issued in May, including the receipt of notices of award (NOA) for various programs and the posting of local area allocations on the DES website as of August 13, 2025 based on the Workforce Arizona Council's vote in January regarding how those allocations would be issued to the local areas.

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
Admin	\$30,703	\$5,779	\$3,604	\$23,915	\$13,281		
Prog	\$276,330	\$52,008	\$32,436	\$215,230	\$119,524	\$94,130	\$346,864
Total	\$307,033	\$57,787	\$36,040	\$239,145	\$132,805	\$94,130	\$346,864

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

Cocconino County							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Admin	\$41,611	\$4,552	\$4,469	\$18,837	\$16,469		
Prog	\$374,500	\$40,966	\$40,223	\$169,531	\$148,218	\$94,130	\$346,864
Total	\$416,111	\$45,518	\$44,692	\$188,368	\$164,687	\$94,130	\$346,864

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

Mohave County - MoPAZ							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Admin	\$48,447	\$11,248	\$8,659	\$46,547	\$31,909		
Prog	\$436,026	\$101,230	\$77,934	\$418,926	\$287,181	\$94,130	\$346,864
Total	\$484,473	\$112,478	\$86,593	\$465,472	\$319,090	\$94,130	\$346,864

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

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
Admin	\$211,371	\$37,396	\$41,955	\$154,758	\$154,603		
Prog	\$1,902,337	\$336,564	\$377,599	\$1,392,825	\$1,391,431	\$94,130	\$346,864
Total	\$2,113,708	\$373,960	\$419,554	\$1,547,583	\$1,546,034	\$94,130	\$346,864

Pinal County							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Admin	\$63,648	\$15,237	\$15,038	\$63,054	\$55,413		
Prog	\$572,829	\$137,128	\$135,338	\$667,486	\$498,712	\$94,130	\$346,864
Total	\$636,477	\$152,365	\$150,376	\$630,540	\$554,125	\$94,130	\$346,864

Santa Cruz County							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Admin	\$34,440	\$5,684	\$3,929	\$32,523	\$14,476		
Prog	\$309,964	\$51,156	\$35,356	\$211,703	\$130,287	\$94,130	\$346,864
Total	\$344,404	\$56,840	\$39,285	\$235,226	\$144,763	\$94,130	\$346,864

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

Yavapai County - NACOG							
	PY YT	PY AD	PY DW	FY AD	FY DW	PY RR	FY RR
Admin	\$35,909	\$8,015	\$7,655	\$33,170	\$28,209		
Prog	\$323,166	\$72,138	\$68,898	\$296,532	\$253,883	\$94,130	\$346,864
Total	\$359,075	\$80,153	\$76,553	\$331,702	\$282,092	\$94,130	\$346,864

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

Additionally, she reported that the Senate Appropriation Committee passed a budget with WIOA funding at or slightly below levels from the previous fiscal year, without consolidating programs into a block grant or implementing a 23% cut.

b. Rapid Response

Discussed the progress of rapid response, specifically an update on rapid response vehicles, noting that they are nearly 50% complete and will be ready for launch in 2026 with an online reservation system. She highlighted the importance of the technology inside the vehicles, which will include cellular, internet, and Starlink capabilities to ensure access in rural areas.

c. Recapture

Provided preliminary projections for PY23/FY24 based on the known expenditures from the local areas. The numbers traditionally have been declining, with this being a steady year for the amount of money coming back for statewide activities.

d. TEGL 2-25

TEGL 2-25 Industry-Driven Skills Training Fund grant program issued by DOL. DES is engaged in conversations with OEO, ACA and hopefully each of the local workforce development board Executive Directors have been reached out by a DES counterpart.

e. System Modernization

Provided updates on two major modernization projects within the division. Rehabilitation Services and Vocational Rehabilitation successfully went live with their new case management system, which has been well-received by counselors despite some pain points. The unemployment insurance system in Arizona is also being replaced with the Comprehensive Arizona Claims Tracking Unemployment Insurance System (CACTUS), set to go live on September 7th, with extended support for claimants on the first two Sundays. Mark also shared updates on the DES Strategic Plan, highlighting a new employment-specific five-year objective to increase employment by 30% by June 2030, and discussed two specific initiatives for state fiscal year 2026 related to employment for justice-involved individuals and improving data analytics across Arizona At Work partners.

f. DES Strategic Plan

Shared one significant update to the DES strategic plan this year, which is DES' five-year outcome number 4, which is by June 2030, to meet the needs of Arizona employers, DES will increase the number of individuals gaining employment by 30% by leveraging participation in workforce development programs. Which aligns with the statewide strategy and operational priority of improving education and developing Arizona's future-ready talent. Additionally, 30% of justice-involved individuals participating in reentry programs will gain employment by June 30, 2026, in alignment with the Governor's Reentry 2030 Executive Order, so continuing to push.

Questions/Comments:

Vice Chair John Walters: So back to the rapid response, we talked for a while about state funds and local area funds, so with the WARN notice things, did we have to dip in the state funds, or were the local areas able to support themselves?

Anna Hunter: That is a great question. I am going to have to lean on a friend.

Vice Chair John Walters: I was just curious because that was a big conversation

Anna Hunter: Right. So if you remember correctly, the Council made the decision to issue rapid response dollars to the local areas. I don't know if any have requested additional rapid response dollars to the local areas if that's the question you're asking.

Vice Chair John Walters: It is, and also... because in the end, it falls on your shoulders, the state's shoulders, so did the state need to step in because the local areas weren't able to fund it. I'm trying to figure out, are you funding rapid response correctly? That's what I'm wondering from a Council standpoint.

Anna Hunter: I will follow up.

Vice Chair John Walters: And then on the bus – do we share with Phoenix? Do we choreograph that together at all or does Phoenix just do their own thing and the State does their own?

Anna Hunter: Phoenix has its own vehicle - correct. And which is, they're very similar, so if you've had the chance to see City of Phoenix's, it's impressive and an opportunity to serve their constituents. The idea is to have these available in the more rural parts of the State, hence the reason that one will be stationed in the northern part and one in the southern part. But available throughout for others to use if necessary.

Jenna Rowell: And can I ask a follow-up question on the MRUs? I think it was on your slide, but I missed it. You expect them to be in action, is it summer next year, or sooner than that

Anna Hunter: They'll be ready for use in Fall 2026. We'll have the reservation website up in Summer 2026, so that we can begin, if there needs to be regularly scheduled visitations. I don't see Director Francis on, but he often... we've discussed the challenges of Fredonia, so having the ability to bring an internet-connected technology vehicle like this to Fredonia on a regular basis is something that we could do easily.

Jenna Rowell: Great. That's part of my question, is on the disasters mentioned there, like, what is the trigger for who gets to pull it into an area, if you will, based on the disaster recovery? Is that county emergency management? It has to be the local workforce development area.

Anna Hunter: So, we will be working with the local workforce development boards and Executive Directors regarding how these can be utilized in an emergency situation. There are other states, this is a DOL best practice that vehicles are, and, they have, in fact, the state of Kentucky borrowed the vehicle from the state of Louisiana, during some terrible flooding in Kentucky, and they were able to pull up to Walmarts and where their FEMA or their state emergency response was also located just to begin providing those emergency services through their public workforce system. So I think as we navigate emergencies, whether those are rapid response emergencies and or, actual physical disaster emergencies, those would certainly bypass their regularly scheduled plan.

Jenna Rowell: I just have one other follow-up about the grant, When is the deadline for you to apply to that?

Anna Hunter: The grant is due September 5th.

Chair Mark Gaspers: Going back on the units, is the length of time to deployment the technology, like the Starlink, or what's causing it to be that far out?

Anna Hunter: So, yes, it's the technology. It's the largest piece because of how much- because it'll have computers on board for use, and so allowing the units to be fully functional, so on the outside it'll have the ability to have screens on the outside and so ensuring that all of those pieces are properly installed and functioning properly.

Chair Mark Gaspers: So, if you had... But, like, a major wildfire catastrophe in the part of the state, or a flood, has the team thought through just deployment with laptops.

Anna Hunter: So, I, once again, give significant credit, not only to the DES Rapid Response Team, but to the local areas as well. They are already prepared. They can respond within a day's notice to challenges, and so.

Chair Mark Gaspers: But could you bring this to bear to help to provide a setting prior to summer or fall of 2026. There was an urgent situation a little earlier.

Anna Hunter: Are you comfortable with me asking Nicole's check number about his future? Nicole, can you come off mute and answer the chair's questions?

Nicole Schnakenberg: Sure, and Chairman, can you just repeat again so I can make sure that I'm answering you correctly?

Chair Mark Gaspers: So, we see the great pictures of the asset, and I appreciate the timeline to integrate, you know, the technology solutions that we want to have available. But we're there to be in a local area that had some, you know, massive layoff, or a... you know, natural disaster situation that impacted employment prior to fall of 26. Would we be able, as a state, to provide additional assets to the local area to assist in their rapid response, even if it doesn't have full build-out of the technology solution that's given? It could provide a nice, safe space for support for the local areas.

Nicole Schnakenberg: Sure, so once we have them fully operational with the technology and the outfitting, and have, trained and, know how to utilize them properly, we will be entering a testing phase, a 6-month or 4-6 month testing phase prior to public launch, where we will welcome, situations such as, as that, or... not welcome, of course, nobody wants a disaster. But we will welcome opportunities to work with local areas to kind of test pilot these, these mobile units out. So we will have the opportunity to utilize them in purposes other than rapid response, knowing that the primary, primary purpose of the vehicles are for rapid response activities. However, yes, to answer your question, we will have some opportunity only a few months prior to that day, but we have a lot of phases to complete, a lot of tasks, and we have to understand the magnitude of this project, times two, right? There's two units. So, the short answer is yes, the long answer is once they are equipped and ready to roll.

Chair Mark Gaspers: Once they are fully operational, I'm sure Council members, both local and state board members, if they are deployed, would love to know, and then also have the chance to come see it.

Nicole Schnakenberg: Absolutely, sir, and we'll, like, like Anna did say, we'll have a reveal and ensure that everyone is invited to preview them and understand the rollout of them, and then we will work in partnership with our local areas, because that's the idea, right? To suit and bring it to the needs of the local areas when there is a need for response for any type of layoff or disaster.

Anna Hunter: I have a follow-up to Vice Chair Walter's question regarding rapid response funds. So, as of this, at the end of the state fiscal year, no local area requested additional rapid response dollars.

Chair Mark Gaspers: Well, two other things I had. So, on the funding - not a question - but just you know, there's certainly the possibility of CR, right? So, we'll just make sure to kind of flag that for the fourth quarter agenda to talk about. If we know where we're at, if we have fidelity at that point or not. Things are definitely up in the air. And then just adds my appreciation and congratulations on all the modernization efforts, and on both the UI, obviously, certainly appreciate the significance of that.

11. Membership Update

Giselle Retana announced four new appointees to the Council and mentioned one remaining seat to be filled in the business category to meet compliance.

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

12. Adjournment

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

- Thursday, September 18, 2025: Next Full Council meeting. This meeting will be in person and available via Zoom. The in person location will be at: 1700 W. Washington Street, Room 200, Phoenix 85007
- Thursday, October 16, 2025: Executive Committee Meeting. This meeting will be held virtual via Zoom.

MOTION:

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

In Favor: Chair Mark Gaspers, Second Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Karla Moran, Alex Horvath, Jenna Rowell (Absent: Director Michael Wisehart, Beverly Wilson)

Opposed: None

Motion Passed



OFFICE OF
ECONOMIC
OPPORTUNITY

Workforce Arizona Council Meeting

Executive Committee

August 14, 2025

Welcome & Call to Order

Mark Gaspers, Chair



Roll Call

Giselle Retana, Workforce Arizona Council
Administrative Coordinator



Call to the Public

Mark Gaspers, Chair



Approval of Minutes

Q2 April 17, 2025

Executive Committee Meeting

Mark Gaspers, Chair



Governance and Compliance

Deseret Romero, Governance and Compliance Advisor



Compliance Overview & Next Steps

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



LWDB Compliance Status Update

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



2025 LWDB Recertification

Deseret Romero, Governance and Compliance Advisor



LWDB Recertification Overview

- **Purpose:**

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

- **Importance:**

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

- **Scope:**

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

LWDB Recertification Submission Policy

- **Key Policy and Compliance Requirements:**

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

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

*[Workforce Arizona Council Recertification Policy](#)



2025 LWDB Recertification Recommendations

Phoenix Business and Workforce Development Board

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

Coconino County Workforce Development Board

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

Santa Cruz County Workforce Development Board

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

Yavapai County Workforce Development Board

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



2025 LWDB Recertifications “Pending”

Northeastern Arizona Workforce Development Board

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

Arizona Tribal Workforce Development Board

- Fiscal Agent

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

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



2025 LWDB Recertification Recommendation

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

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



2026 Executive Committee and Full Council Dates

Giselle Retana, Workforce Arizona Council Administrative Coordinator



Workforce Arizona Council 2026 Meeting Dates

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

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



OEO Director Update

Carlos Contreras, OEO Director



OEO Director Update

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



State Plan Modification Update

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



State Plan Modification 101

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



State Plan Modification Update

Overview of Timeline, Guidance Gaps, and Strategic Priorities

- **Context and Challenges**

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



State Plan Modification Update

State Planning Strategy (Proposed)

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



State Plan Modification Update

Initial Review Analysis for Areas of Modification

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



State Plan Modification Update

Potential improvement opportunities center on:

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



State Plan Modification Timeline*

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

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



Updates Following the State Plan Modification

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

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



Workgroup Updates

Janice Garza, Workforce Council Policy Manager



Workgroup Updates

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



DES Agency Updates

Anna Hunter, DES





ARIZONA

— DEPARTMENT OF —
ECONOMIC SECURITY

DES Updates:

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

PY25 WIOA Title I Funding Allocations

Alert Published 8/13/2025



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

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

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

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

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

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

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

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

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

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

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

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

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

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



Rapid Response Update

FY25 Data

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

Top 5 Layoff-Affected Industries by number of companies

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

Top 5 Layoff-Affected Industries by number of affected workers

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

Arizona Rapid Response Layoff Dashboard



Rapid Response Update - Continued

Mobile Resource Units (MRU) Project

44% complete as of July 31, 2025

Project completion: Fall 2026

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

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

- 4 Phases are 100% complete

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

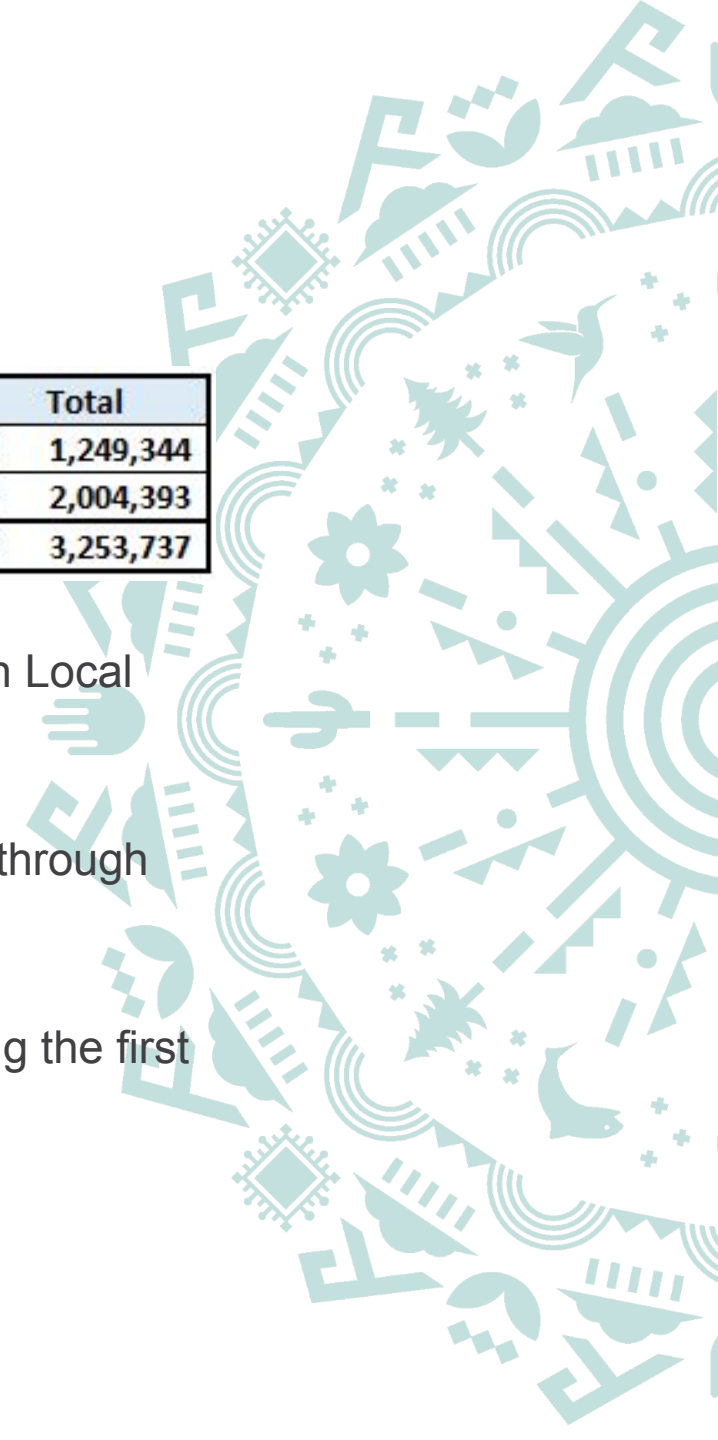


Recapture Estimate

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

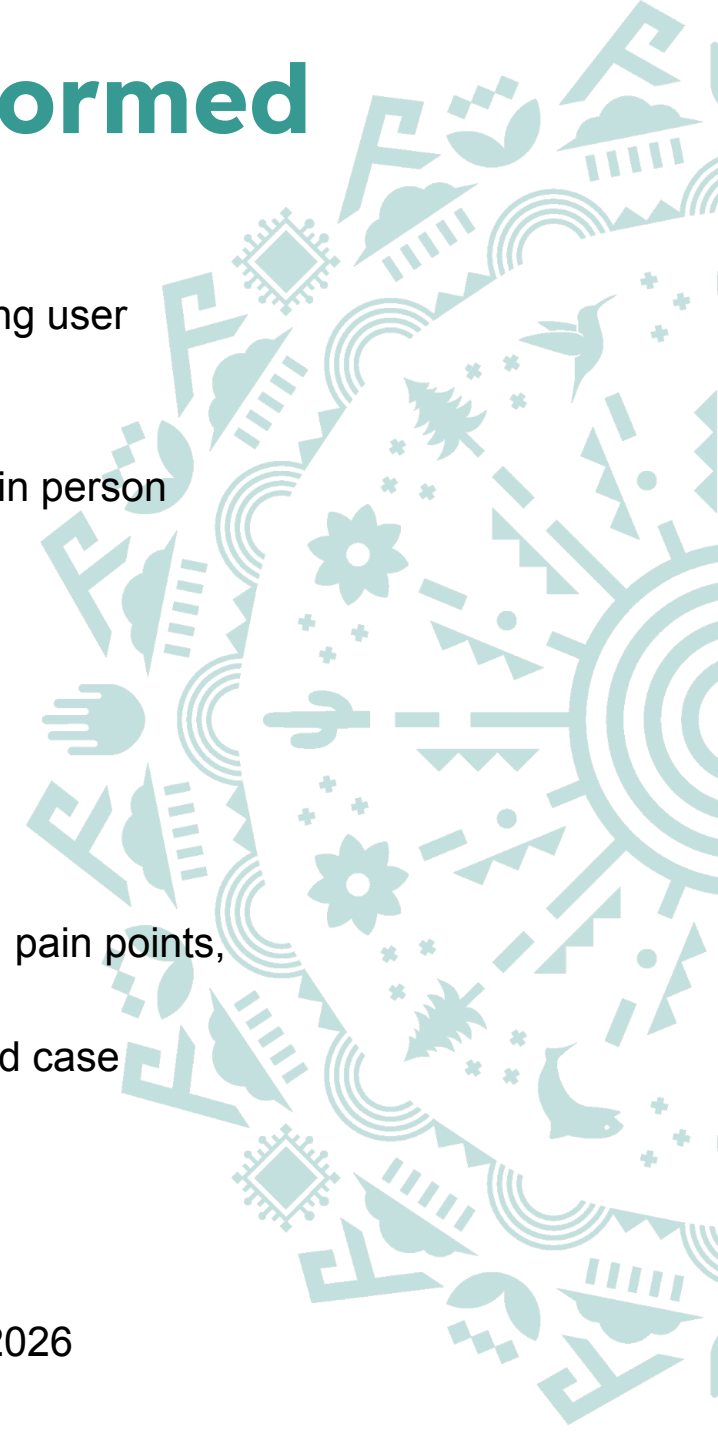
Program	Youth	Adult	Dislocated Worker	Dislocated Worker to Adult	Administration	Total
City/County	\$ 349,014	\$ 1,288	\$ 150,992	\$ 552,902	\$ 195,148	\$ 1,249,344
Tribal	\$ 847,847	\$ 759,717	\$ 333,110	\$ 23,716	\$ 40,003	\$ 2,004,393
Total	\$ 1,196,861	\$ 761,005	\$ 3,601,645	\$ 576,618	\$ 235,151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

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



RSA/VR Modernization Update - *inFormed*

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



Unemployment Insurance (UI) Modernization Update - CACTUS

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



DES Strategic Plan

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



DES Annual Initiatives

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

Membership Update

Giselle Retana, Workforce Arizona Council
Administrative Coordinator



New Council Members!

Business Representatives:

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



REMINDER:

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

Thank You!

