



Innovative Workforce Solutions

YUMA COUNTY WORKFORCE DEVELOPMENT BOARD

Yuma Private Industry Council, Administration Building
 3834 W. 16th Street, Yuma AZ 85364
 Meeting Link: <https://us06web.zoom.us/j/88614921143>
 Meeting ID: 886 1492 1143
 Phone: +12532158782,,88614921143# US
 November 12, 2025
 9:00 a.m.

MINUTES

I. CALL MEETING TO ORDER

Samuel G. Loveless called the meeting to order at 9:04 a.m.

II. PLEDGE OF ALLEGIANCE

Frank Grijalva led the Pledge of Allegiance.

III. ROLL CALL

The roll was called, and those present and absent were:

Members Present (Virtually)	Members Absent
1. Maria Chavoya	1. Judith Castro (Excused)
2. Daniel Corr	2. Carla F. Gonzalez
3. Brandon Culpepper	3. Gregory LaVann (Excused)
4. Jesus G. Figueroa	4. Wesley Splawn
5. Jesus Garcia	5. Antonio Zuniga (Excused)
6. Frank Grijalva	
7. Wallin Gustin	
8. Karime Hayer	
9. Karen King	
10. Samuel G. Loveless	
11. Salvador Machado	
12. Sandra Navarrete	
13. Michael J. Sabath	
14. Laura Wisniewski	

Thereby a quorum was established.

Guest/Staff (Virtually)

- | | |
|--|-----------------------|
| Janice Garcia, OEO | Steve Barba, YPIC |
| Rachael Tashbook, OEO | Beatriz Aguilar, YPIC |
| Krista McGarvey, OEO | Nidia Herrera, YPIC |
| Deseret Romero, OEO | Patrick Goetz, YPIC |
| Arturo Morales, National Bank of Arizona | |

IV. *CALL TO THE PUBLIC

There were no comments from the public.

Board members, Laura Wisniewski and Karime Hayer joined the meeting.

V. APPROVAL OF THE CONSENT AGENDA

- 1. Meeting Minutes (September 10, 2025)**
- 2. Informational Announcement, Temporary Supportive Service Assistance (Food)**
- 3. Authorize to Submit Documentation to the Arizona State Board for Charter Schools to Remove Tonya Tacker and Judith Castro as a School Governing Body Member**
- 4. Authorize to Submit Documentation to the Arizona State Board for Charter Schools to Add Salvador Machado and Sandra Navarrete as a School Governing Body Member**
- 5. Authorize to Submit Documentation to the Arizona State Board for Charter Schools to Remove Michael J. Sabath as a Charter Holder Governance**
- 6. Authorize to Submit Documentation to the Arizona State Board for Charter Schools to Add Antonio Zuniga as a Charter Holder Governance**
- 7. Educational Opportunity Center Charter High School Emergency Operation Plan**
- 8. Educational Opportunity Center Charter High School Parent Involvement Policy/Plan**
- 9. Educational Opportunity Center Charter High School Incentives Policy**
- 10. Educational Opportunity Center Charter High School FERPA Compliance and Handling of Student Data Policy**

Michael J. Sabath stated he would like to modify item 3 by removing Judith Castro and consider her at the next board meeting.

Samuel G. Loveless asked for a motion to approve the consent agenda items 1 to 10 with the exception of removing Judith Castro. Daniel Corr made a motion to approve the Consent Agenda items 1, 2, and 4–10, with item 3 deferred for separate consideration to split one name for later approval; Seconded by Maria Chavoya. The motion was approved unanimously.

The motion carried 14-0

Samuel G. Loveless asked for a motion to approve item 3 as amended, removing Judith Castro. Frank Grijalva made a motion to approve item 3 as amended, removing Judith Castro; Seconded by Maria Chavoya. The motion was approved unanimously.

The motion carried 14-0

VI. DISCUSSION AND/OR ACTION ITEMS

- 1. 2024-2025 Audit prepared by the Firm Walker & Armstrong LLP**
Jay Parke from Walker & Armstrong LLP presented a draft of the 2024-2025 Audit.

- Draft financial statements and single audit reports have been issued
- Final reports cannot be released until the Office of Management and Budget issues its final Compliance Supplement, no changes are expected once that occurs
- Financial highlights:
 - Total assets: \$4.3 million
 - Total liabilities: \$3.19 million
 - Net assets: \$1.1 million
 - Total revenues: \$11.38 million (a decrease of \$3 million from prior year, primarily due to reduced WIOA funding)
 - Total expenses decreased by \$2.8 million, primarily due to lower subrecipient payments
 - Change in net assets: +\$24,000 (near break-even)
- Audit results:
 - No material weaknesses or findings for FY2025
 - Prior-year finding resolved
 - Anticipated unmodified (clean) opinions for both financial statements and federal awards
- Additional items:
 - Management provided strong cooperation during the audit
 - A draft IT disaster recovery plan has been developed and is expected to be finalized
 - Required communications and the charter school compliance questionnaire were also provided

Jesus Garcia inquired whether there have been significant changes in federal audit requirements compared to previous years, noting the current delay in guidance. Mr. Parke replied that audit procedures for the WIOA program have remained largely consistent. Changes in compliance requirements typically occur when the governing legislation is updated. Over time, auditors have faced increased regulatory requirements, but no major changes affected this year's WIOA audit.

Agenda item will be presented at the January Workforce Development Board meeting for approval of the final audit.

2. 2024 990 IRS Tax Return prepared by the Firm Walker & Armstrong LLP

Jay Parke from Walker & Armstrong LLP presented the 2024 990 IRS Tax Return. The Form 990 has been completed, reviewed, and approved by management. No extension is needed, and the return is ready for submission to the IRS. The Form is based on the audited financial statements.

Samuel G. Loveless asked for a motion to approve the 2024 990 IRS Tax Return prepared by the Firm Walker & Armstrong LLP.

Frank Grijalva made a motion to approve the 2024 990 IRS Tax Return prepared by the Firm Walker & Armstrong LLP; Seconded by Wallin Gustin.

The motion was approved unanimously.

The motion carried 14-0

3. Approval and Authorization for the Workforce Development Board Chair Signature and Submission of the WIOA Title 1B Adult and Dislocated Worker Incentive Approval Request Form

Nidia Herrera recommended the Board to approve the WIOA Title 1B Adult and Dislocated Worker Incentive Approval Request Form. It will allow the program to provide incentives for participation in work experiences, internships, attainment of a high school equivalency, or completion of ETPL training certifications (e.g., CNA, CDL). This request is done on an annual basis.

Samuel G. Loveless asked for a motion to approve and authorize the Workforce Development Board Chair Signature and Submission of the WIOA Title 1B Adult and Dislocated Worker Incentive Approval Request Form.

Frank Grijalva made a motion to approve and authorize the Workforce Development Board Chair Signature and Submission of the WIOA Title 1B Adult and Dislocated Worker Incentive Approval Request Form; Seconded by Sandra Navarrete. The motion was approved unanimously.

The motion carried 14-0

4. ARIZONA@WORK Yuma County Participant Drug Testing Policy

Nidia Herrera recommended the Board to approve the Youth Participant Drug Testing Policy, which allows testing participants following incidents such as injuries. The policy ensures a safe environment for participants and employers and provides employers the opportunity to determine continued participation based on test results.

Samuel G. Loveless asked for clarification on whether the policy applies to ARIZONA@WORK participants working for other companies or to individuals employed directly by ARIZONA@WORK. Nidia Herrera replied the policy applies to adult, dislocated workers and youth participants in work experiences, internships, leadership contracts, and on-the-job trainings. It ensures a safe environment and requires drug testing in the event of a workplace injury to maintain compliance.

Frank Grijalva asked if youth under 18 require parental consent for drug testing. Staff confirmed that parents sign agreements for minors participating in internships, work experiences, or leadership programs, which include the drug testing policy. The policy ensures consistent handling of positive tests, provides counseling or follow-up testing as needed, and prevents participants from being removed from programs solely due to a drug issue.

Samuel G. Loveless asked for clarification on the policy, using ARIZONA@WORK participants as an example. Staff explained that

participants may be drug tested upon hire, if suspected of being under the influence, or following an accident or injury. The policy allows participants to receive counseling or rehabilitation rather than being automatically removed from the program. Employer discretion determines whether the participant can continue with that employer; if not, staff can place them with another employer to complete the internship.

Jesus Garcia suggested having the policy reviewed by legal before a board vote, particularly regarding youth participants. Management noted that parental consent is obtained and felt comfortable moving forward, but agreed they could take it to legal and present any revisions in January if needed. Daniel Corr recommended approving the policy as presented, with the understanding it will be reviewed by legal and any necessary changes will be brought back in January. The board agreed to approve the policy pending legal review.

Samuel G. Loveless asked for a motion to approve the ARIZONA@WORK Yuma County Participant Drug Testing Policy.

Daniel Corr made a motion to approve the ARIZONA@WORK Yuma County Participant Drug Testing Policy; Seconded by Frank Grijalva. The motion was approved unanimously.

The motion carried 14-0

5. Appoint Arturo Morales to the Performance Review Committee

Nidia Herrera recommended the Board to approve the appointment of Arturo Morales as a non-board member to the Performance Review Committee, per a recommendation from the state office.

Samuel G. Loveless asked for a motion to approve the Appointment of Arturo Morales to the Performance Review Committee.

Frank Grijalva made a motion to approve the Appointment of Arturo Morales to the Performance Review Committee; Seconded by Sandra Navarrete. The motion was approved unanimously.

The motion carried 14-0

VII. EDUCATIONAL OPPORTUNITY CENTER CHARTER HIGH SCHOOL BOARD REPORT

The Educational Opportunity Center Charter High School Board Report was not provided.

VIII. ARIZONA OFFICE OF ECONOMIC OPPORTUNITY HIGH IMPACT TRAINING PRESENTATION

Janice Garcia and Rachael Tashbook from the Office of Economic Opportunity presented a PowerPoint. PowerPoint is attached.

Board members discussed the unevaluated programs and low enrollment levels. Frank Grijalva noted that differences in demographics and program types, such as within healthcare or public safety may affect participation rates. Rachael Tashbook agreed, explaining that some programs perform better than others and suggested focusing on existing high-impact programs while using the dashboard for more detailed analysis.

Daniel Corr requested detailed information on specific programs such as those in healthcare to identify which are performing well and which may need improvement. Nidia Herrera confirmed that staff is reviewing those reports and will provide the data to service providers and the board.

Board member, Michael J. Sabath left the meeting.

IX. PRESENTATIONS AND INFORMATIONAL ITEMS:

1. Financials as of September 30, 2025

Steve Barba, Finance & Accounting Manager presented the financial highlights as of September 30, 2025, noting that overall spending for the first quarter was below budget due to program transitions. Expenditures were 20% for Youth, 14% for Adult, 19% for Dislocated Worker, 23% for Rapid Response, and 24% overall. He stated that spending is expected to align with the budget in the next quarter.

He also reported that for the PY24/FY25 contract, totaling \$10 million, active through June 30, 2026, 72% of funds have been spent, with full expenditure anticipated by the end of the contract period. No funds have yet been spent for the 2025–2026 fiscal year.

X. WDB MEETING SCHEDULE

A. Proposed Next Meeting Date: Wednesday, January 14, 2026 at 9:00 a.m.

XI. GOOD OF THE ORDER

There was nothing for the good of the order.

XII. ADJOURNMENT

Samuel G. Loveless called for a motion to adjourn the meeting. A motion was made by Daniel Corr; Seconded by Wallin Gustin. The motion was approved unanimously.

The motion carried: 13-0

The meeting adjourned at 10:18 a.m.

Respectfully submitted by Beatriz Aguilar, Clerk of the Board.


Yuma County LWDB High Impact Training (HIT) Introduction

11/12/25



Agenda

Presenter	Topic
Janice Garza, OEO Workforce Council Team	Council-Led Initiative: Increasing HIT Program Enrollment by 60% and Local Workforce Development Area (LWDA) Contribution Discussion
Rachael Tashbook, OEO Economic Analysis Unit	New HIT Analysis and Tools Presentation
	Q&A on Data



**As stewards of public workforce funds,
how are we ensuring our training
investments are yielding measurable
returns for both job seekers and
employers?**

Council Priority 3: High-Impact Training

Workforce Arizona Council

- **Background:** Arizona has an Eligible Training Provider List (ETPL) for adults and dislocated worker programs which do not yet have a methodology to measure training effectiveness using quality metrics such as completion rates and wage gains over time. To address this gap the HIT Dashboards were developed to identify workforce training for high quality jobs. The HIT Dashboards have been identified as a breakthrough project intended to create a way for training effectiveness to be measured within our statewide workforce system.
- **Governing Authority: WIOA**
 - State Plan Reference: Goal 3-Invest in Opportunity and Growth; Strategy 3.3
 - CFR Reference: 20 CFR 679.130(E)
- **Goal:** Increase the percentage of Arizonans enrolled in high-impact training programs that lead to high-quality jobs to at least 60%

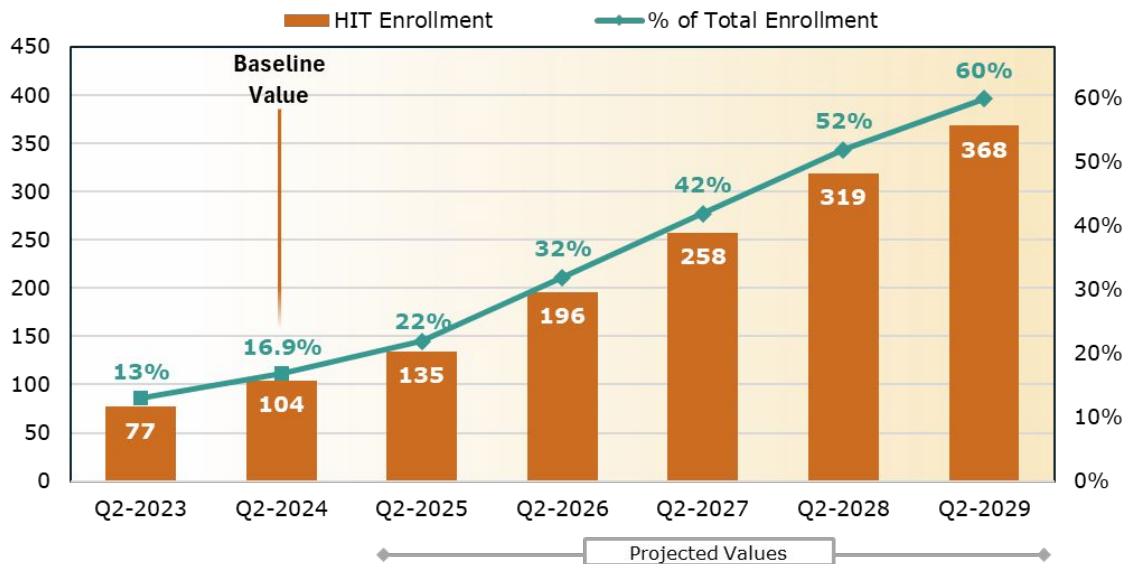
Implementation & Capacity Building

- **Year 1: Strategy Development & Foundation Building**
- **Year 2: Statewide Implementation & Capacity Building**
 - Launch statewide implementation of the HIT Initiative.
 - Gather stakeholder input and identify potential solutions to address implementation barriers.
 - Operationalize HIT Dashboards for continuous monitoring.
 - Conduct a comprehensive needs assessment to identify policy and guidance priorities.
 - Identify key resources and develop phased strategies to incrementally achieve the statewide HIT goals.
- **Year 3: Data Integration & Policy Development**
- **Year 4: Progress Evaluation & Policy Implementation**
- **Year 5: Conclusion & Future Recommendations**



Statewide Strategic Goal: Quarterly Tracking

Projected Share of Total High-Impact Training (HIT) Enrollment



Note: The count of newly enrolled participants was estimated assuming total enrollment remained consistent with the baseline quarter (Q2 2024).

Source: Arizona Office of Economic Opportunity

Governor and WAC Strategic Goal to increase HIT enrollment to 60% by 2029, or about 368 statewide enrollments per quarter into HIT programs.

A step towards reaching that goal is increasing our quarterly HIT enrollment this year to 32% or 196 participants per quarter.



2026 LWDA HIT Potential

Yuma County

Opportunities for Enrollment in High-Impact Training (HIT) Programs

Annual Entered Training in LWDA	Total Adult New Enrollment in Training in LWDA	Historical HIT Enrollment in LWDA	Opportunities for HIT Enrollment in LWDA
2021	179	42	-
2022	189	52	-
2023	174	49	-
2024	176	47	-
2025	na	na	na
2026	-	-	54

Source: Arizona Office of Economic Opportunity





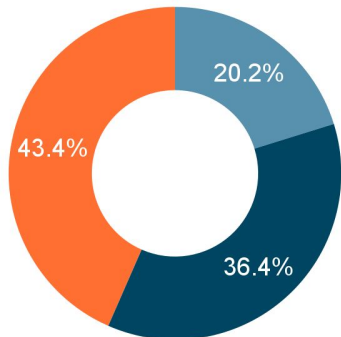
New HIT Analysis & Tools

Overview of HIT Framework and Scoring

- The evaluation uses a predictive model based on
 - a. WIOA Title I adult participant demographics and barriers
 - b. local economic conditions
- Programs are scored on a 3-tier system: below, met, or exceeded predicted outcomes.
- Programs that **exceeded** expectations = **High Impact Training (HIT)** programs

Share of Evaluated Programs by HIT Standing

● Met Expectations ● Below Expectations ● Exceeded Expectations (HIT)



Two Dashboards Available

Tool for LWDA Title I Strategic Leaders and ETPL Coordinators

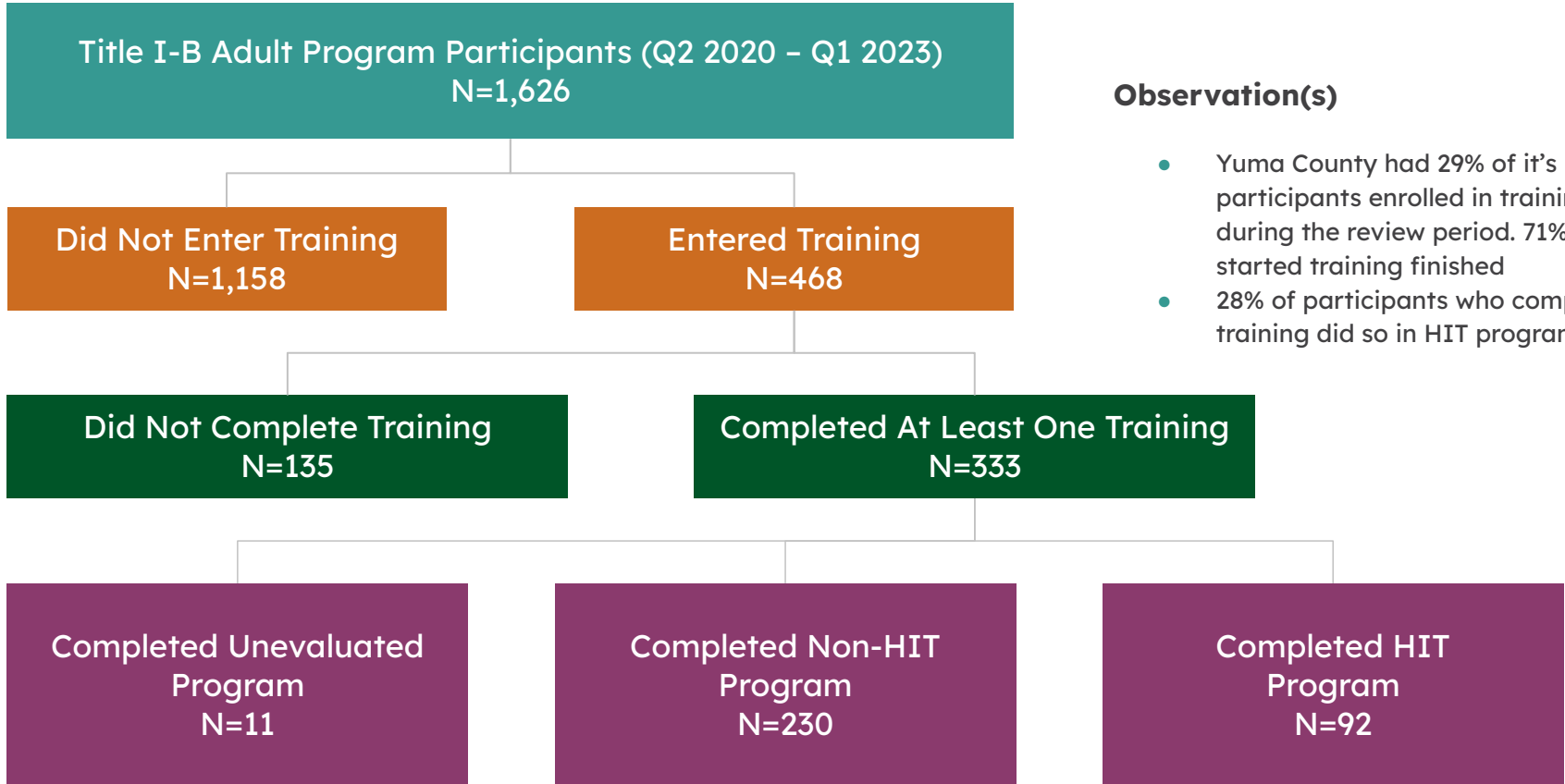
<https://arizonaatwork.com/job-market-trends/workforce-performance/wioa-title-i-adult-training-performance-rating-tool-local-areas>

Tool for Job Seekers

<https://arizonaatwork.com/find-jobs/find-training-and-apprenticeships>



Yuma County Title 1-B Adult Program Participant Breakdown



Observation(s)

- Yuma County had 29% of its participants enrolled in training during the review period. 71% that started training finished
- 28% of participants who completed training did so in HIT programs.

Program Availability

Statewide

Exceeds Expectations		Meets Expectations		Below Expectations		Unevaluated	
Programs	31	Programs	17	Programs	22	Programs	503
Participants	1,248	Participants	2,892	Participants	1,101	Participants	1,243

Yuma County LWDA

Exceeds Expectations		Meets Expectations		Below Expectations		Unevaluated	
Programs	5	Programs	1	Programs	2	Programs	11
Participants	111	Participants	222	Participants	47	Participants	14

Observation(s)

- Despite only one Meet Expectations program available, the majority of Title I adult participants in Yuma County were enrolled in that program.

Program Availability by Subject & Evaluation Results

Number of Programs by Evaluation Results				
Training Subject	Exceeds Expectations (HIT)	Meets Expectations	Below Expectations	Unevaluated
Homeland Security, Law Enforcement, Firefighting, and Related Protective Services	2			1
Transportation & Moving Materials		1		
Health Professions and Related Programs	3		1	3
Business, Management, Marketing, and Related Support Services			1	2

Observation(s)

- The majority of participants in Yuma County were in the Transportation & Moving Materials program. The second largest share were in HIT programs across two other training subjects.

Specific Programs in Your Area

Training Provider	Subject Type	Overall Rating
Regional Center for Border Health, Inc.	Phlebotomy Technician/Phlebotomist	Exceeds Expectations
Regional Center for Border Health, Inc.	Medical Insurance Coding Specialist/Coder	Exceeds Expectations
Arizona Western College	Criminal Justice/Law Enforcement Administration	Exceeds Expectations
Regional Center for Border Health, Inc.	Medical Office Assistant/Specialist	Exceeds Expectations
Arizona Western College	Corrections	Exceeds Expectations
Yuma Truck Driving School	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	Meets Expectations
Regional Center for Border Health, Inc.	Nursing Assistant/Aide and Patient Care Assistant/Aide	Below Expectations
Arizona Western College	Business, Management, Marketing, and Related Support Services, Other	Below Expectations



Clarification on Project Definition of ‘High Impact Training’ (HIT)

Statewide HIT vs Non-HIT Employment Results

- HIT programs delivered *above the predicted barrier-adjusted ceiling*, showcasing resilience and outperforming in contexts where success wasn't guaranteed.

HIT Actual Performance vs Non-HIT Programs			
Actual Measures	HIT	Non-HIT	Unevaluated
Employment 2nd Quarter After Exit	85.6%	75.2%	73.7%
Employment 4th Quarter After Exit	84.8%	68.8%	70.1%
Wages 2nd Quarter After Exit	\$ 10,833	\$ 9,394	\$ 8,643

"What Counts as High Impact?"

- Predictive model looks at participants barriers and local economic conditions to determine realistic employment and wage outcomes.
- Actual training program outcomes are compared to the predictive model.
- If actual performance is...

>	Predicted Range	Program Exceeds Expectations and is identified as HIT
=	Predicted Range	Meets Expectations
<	Predicted Range	Below Expectations



Exceeds Expectations (HIT) Example

Phlebotomy Technician/Phlebotomist Program that enrolled Yuma Title I Adult Participants

Performance Breakdown				
	Actual Outcomes	Expected Performance		Rating
Employment Rate 2nd Qtr. After Exit	100%	82%	- 90%	Exceeds
Employment Rate 4th Qtr. After Exit	88%	72%	- 81%	Exceeds
Wages 2nd Qtr. After Exit	\$8,463	\$7,562	- \$8,806	Meets
Overall Rating	Exceeds Expectations			



Meets Expectations (HIT) Example

Truck Driving School, Truck and Bus Driver/Commercial Vehicle Operator and Instructor Program that enrolled Yuma Title I Adult Participants

Performance Breakdown				
	Actual Outcomes	Expected Performance		Rating
Employment Rate 2nd Qtr. After Exit	85%	85%	93%	Below
Employment Rate 4th Qtr. After Exit	79%	78%	86%	Meets
Wages 2nd Qtr. After Exit	\$10,153	\$8,881	\$9,933	Exceeds
Overall Rating	Meets Expectations			



Below Expectations (HIT) Example

Business, Management, Marketing, and Related Support Services Program that enrolled Yuma Title I Adult Participants

Performance Breakdown				
	Actual Outcomes	Expected Performance		Rating
Employment Rate 2nd Qtr. After Exit	79%	79%	- 86%	Meets
Employment Rate 4th Qtr. After Exit	70%	74%	- 81%	Below
Wages 2nd Qtr. After Exit	\$6,947	\$7,563	- \$8,578	Below
Overall Rating	Below Expectations			





Questions?

Closing & Contact Info

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Rachael Tashbook

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