

December 1, 2025

The Honorable Katie Hobbs, Governor, State of Arizona
The Honorable Warren Petersen, Senate President, Arizona State Senate
The Honorable Steve Montenegro, Speaker, Arizona House of Representatives
Richard Stavneak, Director, Joint Legislative Budget Committee

1700 West Washington Street
Phoenix, AZ 85007

Dear Governor Hobbs, President Petersen, Speaker Montenegro and Director Stavneak:

Pursuant to A.R.S. §41-5401(C), we are pleased to submit the Program Year (PY) 2024 Workforce Arizona Council Annual Report due December 1st of each year.

Sincerely,



Mary Foote
Director
Office of Economic Opportuni



Mark Gaspers
Chair
Workforce Arizona Council

A thick teal line graphic that starts at the bottom left, rises to a peak, dips, rises to a higher peak, dips, and then rises to a final peak before ending at the bottom right. It is positioned above the main title text.

Workforce Arizona Council
ANNUAL REPORT

Program Year 2024
July 2024–June 2025

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Dear Stakeholders, Partners, and Community Leaders,

We are proud to present the Workforce Arizona Council's Annual Report, reflecting the shared progress of Arizona's workforce system and our partners across education, industry, and government. Together, we are advancing a bold vision: a thriving, inclusive economy that connects every Arizonan to opportunity.

The mission of the Workforce Arizona Council is to align workforce and economic development strategies through collaboration, data, and innovation. Under the Workforce Innovation and Opportunity Act (WIOA), we've strengthened a statewide system that ensures workforce investments are data-driven, equitable, and responsive to the needs of both employers and workers.

In 2024, Governor Katie Hobbs deepened this vision through the creation of the Talent Ready AZ Initiative, and a Workforce Cabinet to bring together eighteen state agencies to coordinate education, training, and workforce initiatives under a unified vision and strategy. This collaborative framework informs this Annual Report, offering a comprehensive, statewide view of workforce alignment and progress under A.R.S. § 41-5401.

In Program Year 2024, our collective efforts served more than 93,000 individuals, averaged a 66% employment rate with a quarterly median wage of \$8,241. These outcomes are a direct result of coordinated leadership, data-driven decision-making, and inclusive training investments that link education, industry, and economic opportunity across Arizona.

We encourage you to explore this report to learn more about the programs, impact stories, and goals driving Arizona's workforce forward. Together, we are building a thriving, inclusive economy—an Arizona for everyone.

Sincerely,



Mary Foote
Director
Office of Economic Opportuni



Mark Gaspers
Chair
Workforce Arizona Council

Workforce Arizona Council Members

Governor Katie Hobbs

State of Arizona

Mark Gaspers

Chair,
Boeing

John Walters

Vice Chair,
Trucordia

Michelle Bolton

Second Vice-Chair,
Tenet Healthcare

Dennis Anthony

Arizona Public Service

Rose Castanares

TSMC

Jim Corning

Novakinetics Aerosystems

Michael Cruz

Lucid Motors

Josh DeSpain

International Brotherhood of
Electrical Workers Local 570

Jackie Elliott

Central Arizona College

Skylie Estep

South32

Scott Holman

Amkor Technology

Alexander Horvath

Tucson Medical Center

Shawn Hutchinson

Phoenix Electrical JATC

Kristen Mackey

Department of Economic
Security, Title IV

Debra Margraf

National Electrical
Contractors Association

Jeff ey McClure

Pinal County

Karla Moran

Salt River Project

Zenji Reynolds

Southwest Shoulder,
Elbow & Hand Center

Regina Romero

Mayor, City of Tucson

Jenna Rowell

Local First Arizona

Bill Ruiz

Western States Regional
Council of Carpenters

Chet Samuelson

BOK Financial

Danny Seiden

Arizona Chamber of
Commerce & Industry

Sandra Watson

Arizona Commerce Authority

Justin Wilmeth

Arizona House of
Representatives, District 15

Beverly Wilson

Department of
Education, Title II

Thomas Winkel

Arizona Coalition for
Military Families

Michael Wisehart

Department of Economic
Security, Titles I & III

Alisa Wrenn

Freeport-McMoRan

Workforce Arizona Council Staff

Patrick Brown

Workforce Administrator

Janice Garza

Workforce Policy Manager

Deseret Romero

Governance &
Compliance Advisor

Krista McGarvey

Business Operations Manager

Giselle Retana

Workforce Arizona Council
Administrative Coordinator



WIOA PROGRAM PERFORMANCE

Arizona Workforce Summit



The Arizona Workforce Summit is a free two-day convening that is facilitated by the Office of Economic Opportunity (OEO), Governor Hobbs' Workforce Arizona Council, and the Talent Ready AZ Workforce Cabinet. In PY2024, the Summit brought together more than 400 business leaders, educators, and workforce professionals to advance economic opportunity across the State. The focused gathering featured keynotes, expert panels, and interactive sessions that explored regional workforce strategies, demographic and economic trends, childcare access, WIOA implementation, and sector partnerships in healthcare and community colleges. An evaluation of participant feedback showed high satisfaction with the event's organization, diversity among speakers, and relevance of topics that emphasized data-driven decision-making and training innovation. The Summit reinforced that Arizona's workforce system effectively provides broad access but faces uneven depth in aligning training and employment opportunities. By showcasing successful



models such as High Impact Training and integrated education-to-employment pathways, the Summit highlighted how targeted integration of training within high-impact programs can drive scalable, skill-based impact. These insights will guide systemwide improvements to promote greater strategic cohesion between workforce, education, and industry, ensuring Arizona's talent strategies remain inclusive, data-informed, and future-focused.

Statewide Performance | Program Year 2024

Under WIOA, career services provide job seekers with basic, individualized, and follow-up support through ARIZONA@WORK to help participants access employment, training or education. Training services offer participant-selected, job-aligned programs delivered by eligible training providers to build occupational skills leading to employment or a recognized credential.



93,732

TOTAL PARTICIPANTS SERVED

Career Services

92,573 Participants

Training Services

14,173 Participants



66,719
Participants Exited

\$286
Cost Per Participant

\$26,445,332
Funds Expended in PY24



7,156
Participants Exited

\$3,383
Cost Per Participant

\$47,948,664
Funds Expended in PY24

67,685 PARTICIPANTS
Exited From Career and Training Services

\$794 STATEWIDE COST
Per Participant Served

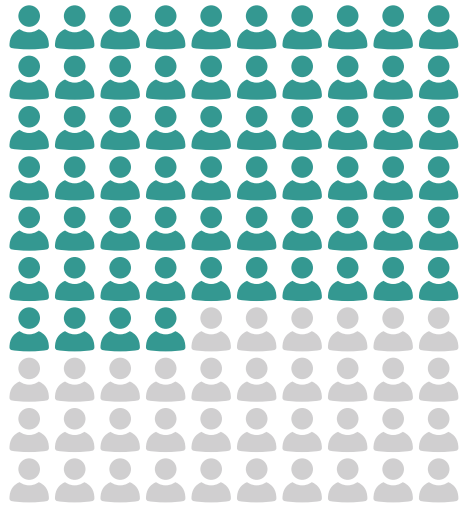


Statewide Performance Average | Program Year 2024

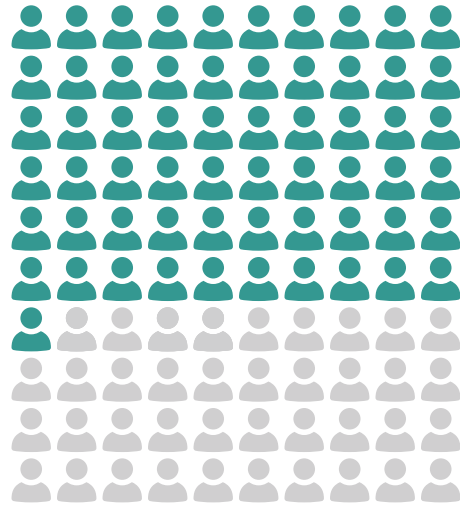
Performance Indicators

Employment Rate 2nd and 4th Quarter after Exit

64.02%

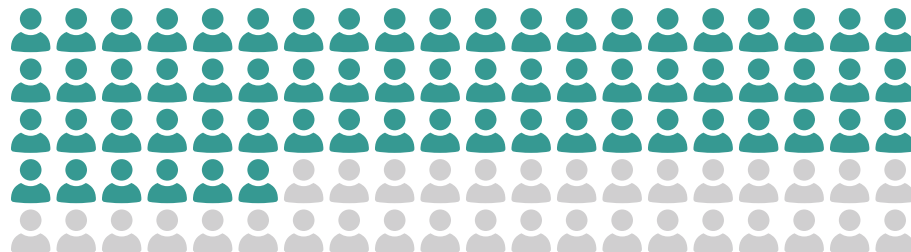


60.72%



Employment Rate 2nd and 4th Quarter after Exit with the Same Employer

66.44%



\$8,241.17
Median Wage

The average median wage reflects quarterly wage data, as required under WIOA performance reporting. This measure is derived from UI wage records collected each quarter.



51.44%
Credential
Attainment



61.56%
Measurable
Skill Gain

Statewide Average | Employment Rate 2nd Quarter after Exit

Disaggregated with Barriers to Employment

Race/Ethnicity

American Indian/Alaska Native

61.97%

Asian

58.95%

Black/African American

63.00%

Hispanic/Latino

66.30%

Native Hawaiian/Pacific Islander

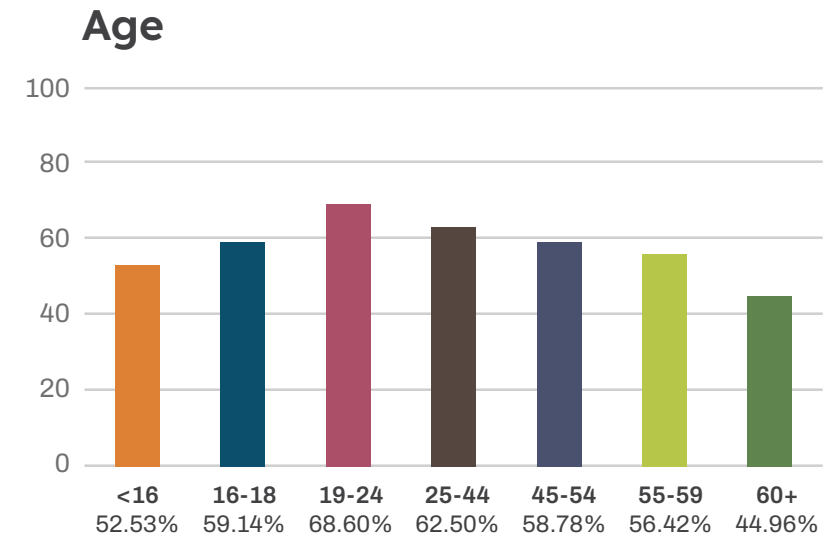
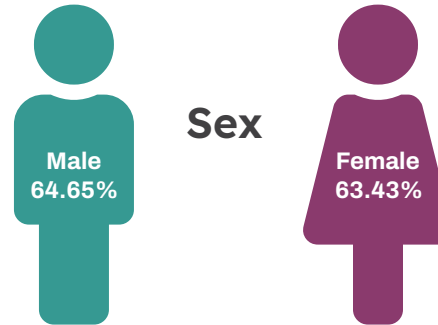
65.05%

White

64.80%

More Than One Race

61.42%



Employment Barrier	
Displaced Homemaker	63.82%
ELL, Low Levels of Literacy, Cultural Barriers	63.68%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	57.43%
Ex-offenders	58.15%
Homeless Individuals/Runaway Youth	53.10%
Long-term Unemployed (27 or More Consecutive Weeks)	51.17%
Low-Income Individuals	60.38%
Migrant and Seasonal Farmworkers	59.18%
Individuals with Disabilities (Including Youth)	55.22%
Single Parents (Including Single Pregnant Women)	66.62%
Youth in Foster Care or Aged Out of the System	54.20%

Statewide Average | Employment Rate 4th Quarter after Exit

Disaggregated with Barriers to Employment

Race/Ethnicity

American Indian/Alaska Native

56.73%

Asian

57.13%

Black/African American

59.10%

Hispanic/Latino

64.12%

Native Hawaiian/Pacific Islander

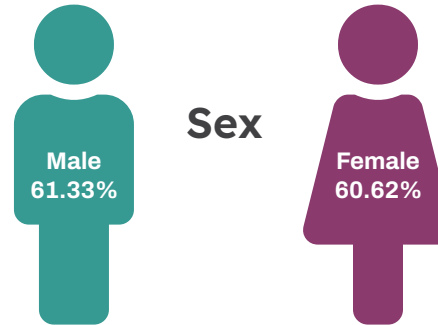
48.77%

White

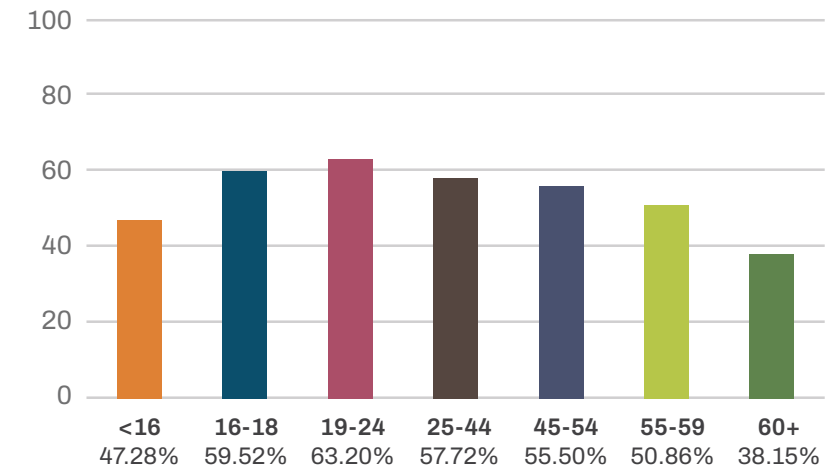
61.33%

More Than One Race

50.78%



Age



Employment Barrier	
Displaced Homemaker	64.42%
ELL, Low Levels of Literacy, Cultural Barriers	63.02%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	47.20%
Ex-offenders	53.95%
Homeless Individuals/Runaway Youth	46.12%
Long-term Unemployed (27 or More Consecutive Weeks)	49.20%
Low-Income Individuals	57.42%
Migrant and Seasonal Farmworkers	65.15%
Individuals with Disabilities (Including Youth)	54.78%
Single Parents (Including Single Pregnant Women)	62.92%
Youth in Foster Care or Aged Out of the System	30.26%

Statewide Average | Quarterly Median Wage

Disaggregated with Barriers to Employment

Race/Ethnicity

American Indian/Alaska Native

\$7,628

Asian

\$8,612

Black/African American

\$8,215

Hispanic/Latino

\$8,333

Native Hawaiian/Pacific Islander

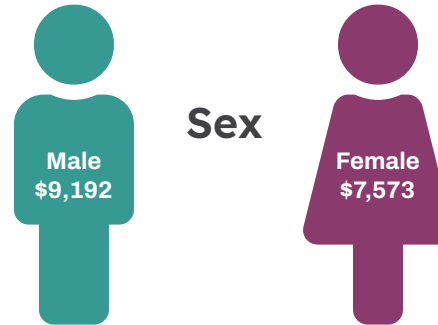
\$8,969

White

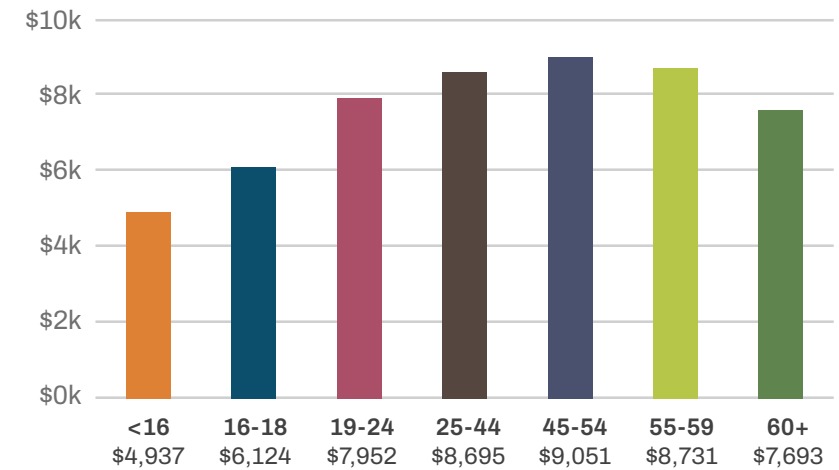
\$8,051

More Than One Race

\$7,442



Age



Employment Barrier	
Displaced Homemaker	\$8,675
ELL, Low Levels of Literacy, Cultural Barriers	\$7,818
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$6,551
Ex-offenders	\$8,365
Homeless Individuals/Runaway Youth	\$7,007
Long-term Unemployed (27 or More Consecutive Weeks)	\$7,150
Low-Income Individuals	\$7,638
Migrant and Seasonal Farmworkers	\$7,959
Individuals with Disabilities (Including Youth)	\$7,919
Single Parents (Including Single Pregnant Women)	\$8,207
Youth in Foster Care or Aged Out of the System	\$3,596

Statewide Average | Credential Attainment Rate

Disaggregated with Barriers to Employment

Race/Ethnicity

American Indian/Alaska Native

49.56%

Asian

58.90%

Black/African American

47.38%

Hispanic/Latino

53.28%

Native Hawaiian/Pacific Islander

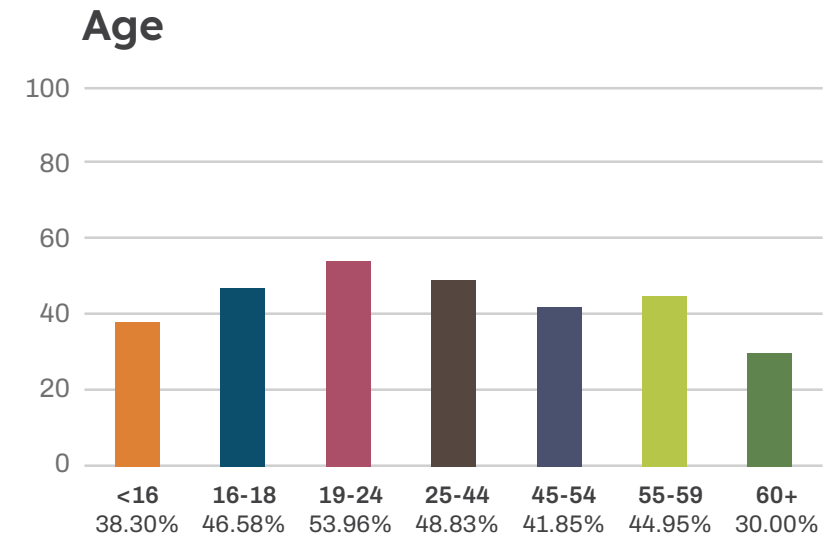
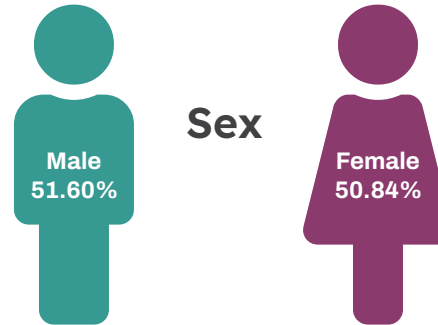
38.54%

White

52.66%

More Than One Race

28.26%



Employment Barrier	
Displaced Homemaker	42.72%
ELL, Low Levels of Literacy, Cultural Barriers	52.46%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	36.64%
Ex-offenders	50.78%
Homeless Individuals/Runaway Youth	53.66%
Long-term Unemployed (27 or More Consecutive Weeks)	49.38%
Low-Income Individuals	50.04%
Migrant and Seasonal Farmworkers	54.94%
Individuals with Disabilities (Including Youth)	45.86%
Single Parents (Including Single Pregnant Women)	50.62%
Youth in Foster Care or Aged Out of the System	17.16%

Statewide Average | Measurable Skill Gain

Disaggregated with Barriers to Employment

Race/Ethnicity

American Indian/Alaska Native

60.78%

Asian

65.58%

Black/African American

59.16%

Hispanic/Latino

63.24%

Native Hawaiian/Pacific Islander

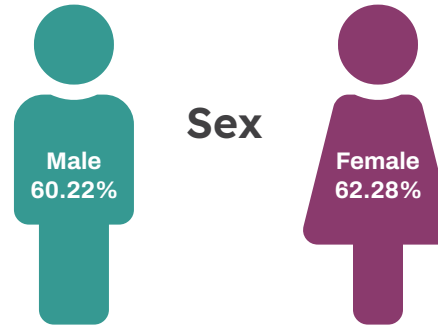
46.70%

White

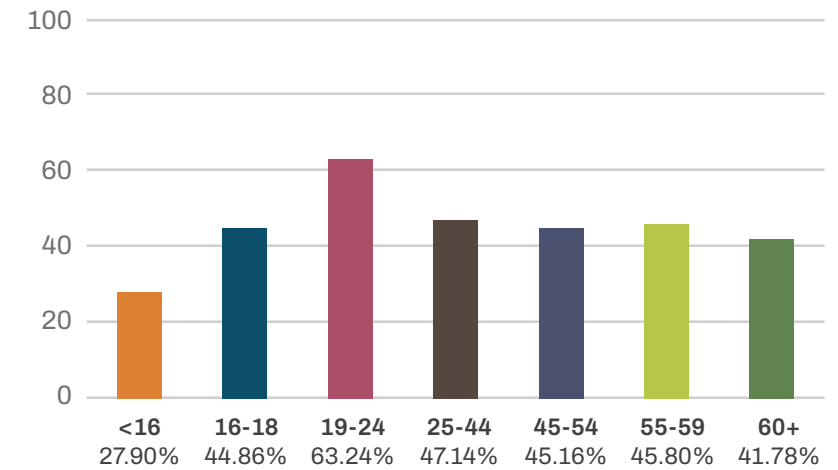
62.02%

More Than One Race

45.28%



Age



Employment Barrier	
Displaced Homemaker	47.32%
ELL, Low Levels of Literacy, Cultural Barriers	63.40%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	62.58%
Ex-offenders	60.78%
Homeless Individuals/Runaway Youth	55.02%
Long-term Unemployed (27 or More Consecutive Weeks)	58.24%
Low-Income Individuals	60.58%
Migrant and Seasonal Farmworkers	58.20%
Individuals with Disabilities (Including Youth)	64.72%
Single Parents (Including Single Pregnant Women)	65.20%
Youth in Foster Care or Aged Out of the System	34.00%

A person wearing a patterned shirt is holding a stack of books. The image has a warm, orange-toned overlay. The text "Title I-B The Adult Program" is centered over the image in a white, bold, sans-serif font.

Title I-B The Adult Program

Data Informed Narrative | Program Year 2024

Title I-B The Adult Program

During Program Year (PY) 2024, the Title I-B The Adult Program demonstrated consistent performance and efficient resource use across both career and training services. A total of **5,661 participants** were served, including those who received career services and **3,053** who participated in training. The system maintained cost efficiency with an **average investment of \$671 per participant** across all services, reflecting effective fiscal stewardship and service delivery.

Employment outcomes remained strong and closely aligned with negotiated performance goals. The **Q2 employment rate reached 72.7%**, and the **Q4 employment rate reached 67.7%**, both maintaining stable outcomes from prior years and within one point of negotiated targets. **Median earnings increased to \$9,192**, exceeding the goal of \$9,100 and signaling progress toward higher-quality employment and improved wage outcomes.

Skill development and credential outcomes also advanced. The **Measurable Skill Gains (MSG)** rate rose to **74.6%**, exceeding the negotiated goal of 74.0%, indicating meaningful progress toward postsecondary credential attainment and career readiness. The **Credential Attainment Rate** held steady at **72.6%**, meeting the performance target of 73% and reinforcing the system's consistent delivery of results across core indicators.

Performance varied across demographic groups, revealing key strengths and opportunities. **Hispanic/Latino (76.3%), White (73.5%), and Native Hawaiian/Pacific Islander (77.8%)** participants achieved the highest Q2 employment outcomes, while **Pacific Islanders** also recorded the highest median earnings at **\$12,544**. **Asian participants** led in credential attainment at **81.1%**. Younger workers, particularly those aged **19–24**, demonstrated the strongest results across all indicators, with **83.2% Q2 employment** and **77.8% skill gains**.

Participants with barriers to employment also demonstrated meaningful progress. **Migrant and Seasonal Farmworkers** achieved exceptional outcomes with **84.6% Q2** and **90.2% Q4 employment** and **80% skill gains**. **Ex-offenders** and **Homeless participants** exceeded system averages in credential attainment (78.2% and 75.8%, respectively), while **Single Parents** maintained a **73% Q2 employment rate**. **Individuals with disabilities** achieved a **median wage of \$9,514**, demonstrating successful engagement in higher-quality employment opportunities despite persistent barriers.

Overall, PY2024 results reflect a **stable and data-driven workforce system** that continues to achieve solid employment, retention, and earnings outcomes while maintaining fiscal efficiency. Continued focus on targeted training investments, sector partnerships, and equity-driven service strategies will sustain this positive performance trajectory and further strengthen outcomes in future program years.

Program Performance | Program Year 2024

Title I-B The Adult Program



5,661

TOTAL PARTICIPANTS SERVED

4,873 PARTICIPANTS
Exited From Career and Training Services

\$671 AVERAGE COST
Per Career and Training Service Participant

Career Services 5,661 Participants



4,873
Participants Exited

\$64.00
Cost Per Participant

\$363,137
Funds Expended in PY24

Training Services 3,053 Participants



2,703
Participants Exited

\$1,125.00
Cost Per Participant

\$3,433,791
Funds Expended in PY24



Program Performance | Primary Indicators

Title I-B The Adult Program

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit	72.70%	72.90%	71.70%
Employment Rate 4th Quarter after Exit	69.10%	68.50%	67.70%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	63.69%
Median Earnings 2nd Quarter after Exit	\$9,573.00	\$9,100.00	\$9,192.00
Credential Attainment Rate for the Program Year	72.60%	73.00%	72.60%
Measurable Skill Gain for the Program Year	72.60%	74.00%	74.60%

Program Performance | Program Year 2024

Title I-B The Adult Program

Program Levels of Performance with Respect to Individuals with Barriers to Employment and Disaggregated by Race/Ethnicity, Sex and Age.



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title I-B The Adult Program

Race/Ethnicity

American Indian/Alaska Native

62.30%

Asian

64.00%

Black/African American

69.20%

Hispanic/Latino

76.30%

Native Hawaiian/Pacific Islander

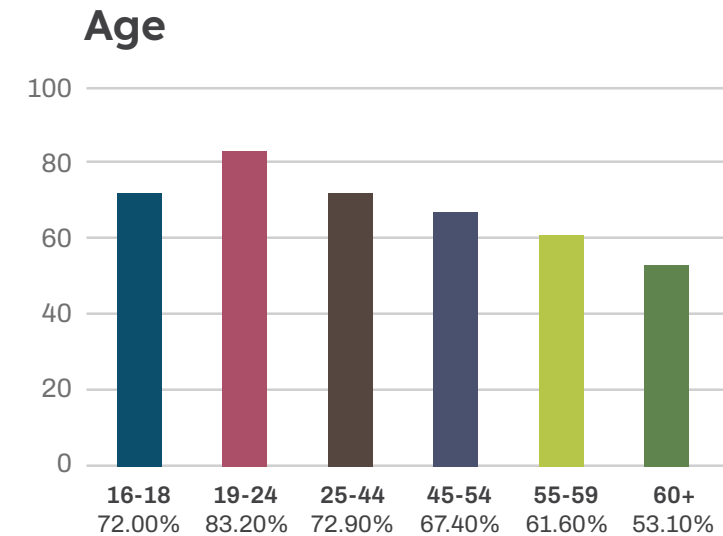
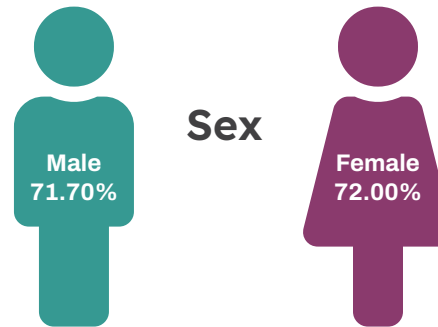
77.80%

White

73.50%

More Than One Race

65.00%



Employment Barrier	
Displaced Homemaker	100.00%
ELL, Low Levels of Literacy, Cultural Barriers	75.20%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	63.30%
Ex-offenders	66.40%
Homeless Individuals/Runaway Youth	66.30%
Long-term Unemployed (27 or More Consecutive Weeks)	59.60%
Low-Income Individuals	68.50%
Migrant and Seasonal Farmworkers	84.60%
Individuals with Disabilities (Including Youth)	61.50%
Single Parents (Including Single Pregnant Women)	73.00%
Youth in Foster Care or Aged Out of the System	100.00%

Performance Indicator | Employment Rate 4th Quarter after Exit

Title I-B The Adult Program

Race/Ethnicity

American Indian/Alaska Native

62.50%

Asian

62.80%

Black/African American

64.60%

Hispanic/Latino

72.80%

Native Hawaiian/Pacific Islander

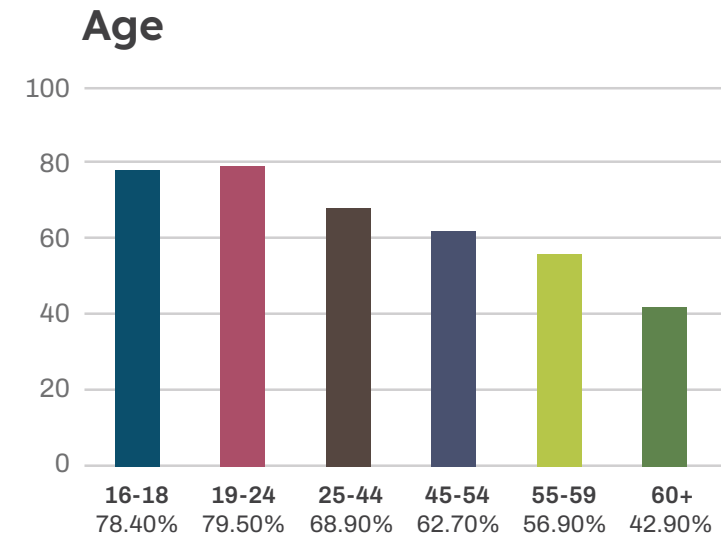
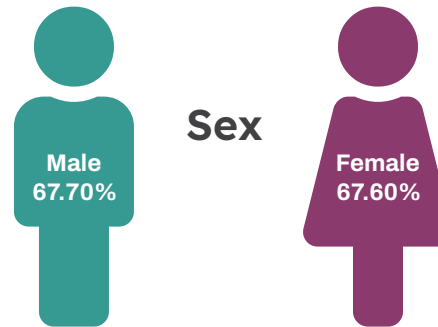
60.00%

White

68.90%

More Than One Race

61.10%



Employment Barrier	
Displaced Homemaker	100.00%
ELL, Low Levels of Literacy, Cultural Barriers	71.20%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	67.70%
Ex-offenders	62.00%
Homeless Individuals/Runaway Youth	55.90%
Long-term Unemployed (27 or More Consecutive Weeks)	54.50%
Low-Income Individuals	63.70%
Migrant and Seasonal Farmworkers	90.20%
Individuals with Disabilities (Including Youth)	48.50%
Single Parents (Including Single Pregnant Women)	71.60%
Youth in Foster Care or Aged Out of the System	0.00%

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title I-B The Adult Program

Race/Ethnicity

American Indian/Alaska Native

\$7,977

Asian

\$10,131

Black/African American

\$8,633

Hispanic/Latino

\$9,457

Native Hawaiian/Pacific Islander

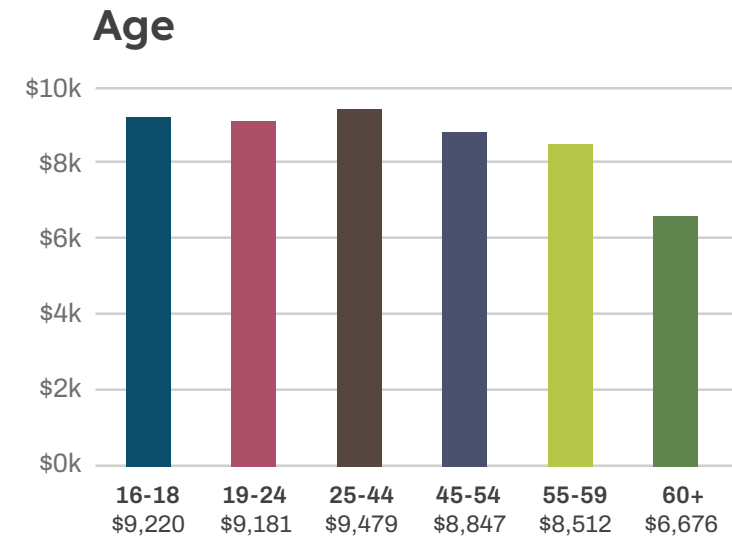
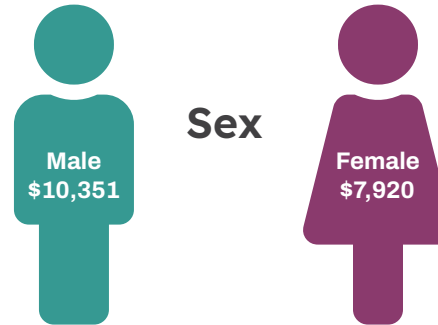
\$12,544

White

\$9,451

More Than One Race

\$10,363

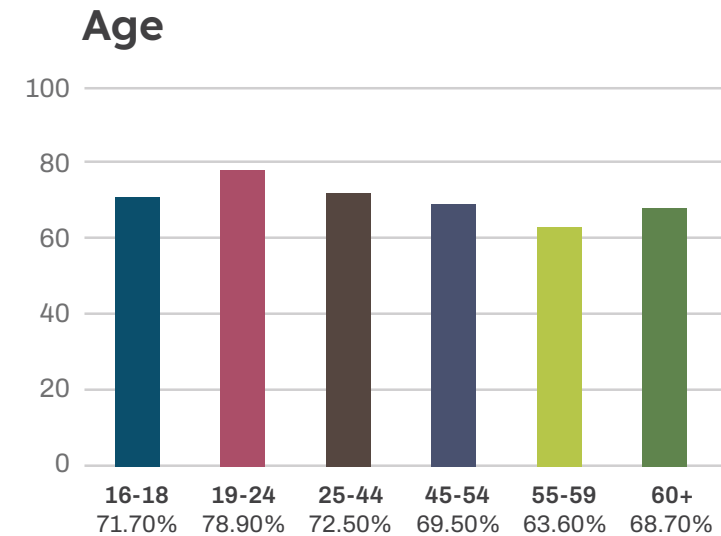
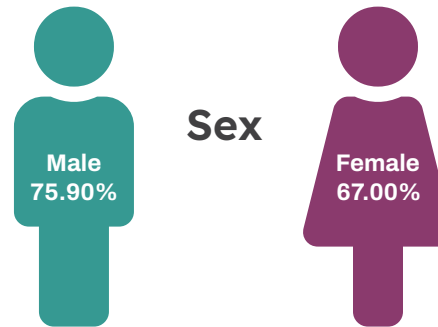
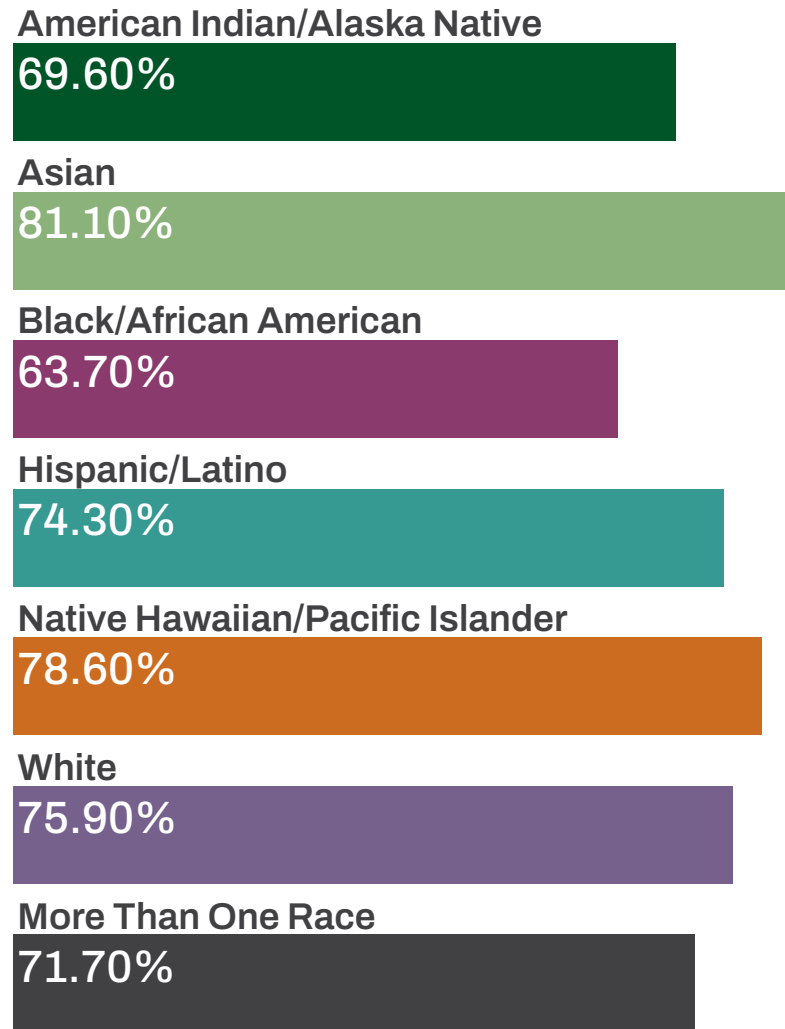


Employment Barrier	
Displaced Homemaker	\$15,580
ELL, Low Levels of Literacy, Cultural Barriers	\$9,092
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$7,518
Ex-offenders	\$9,038
Homeless Individuals/Runaway Youth	\$8,521
Long-term Unemployed (27 or More Consecutive Weeks)	\$7,920
Low-Income Individuals	\$8,652
Migrant and Seasonal Farmworkers	\$7,641
Individuals with Disabilities (Including Youth)	\$9,514
Single Parents (Including Single Pregnant Women)	\$8,786
Youth in Foster Care or Aged Out of the System	\$5,469

Performance Indicator | Credential Attainment Rate

Title I-B The Adult Program

Race/Ethnicity

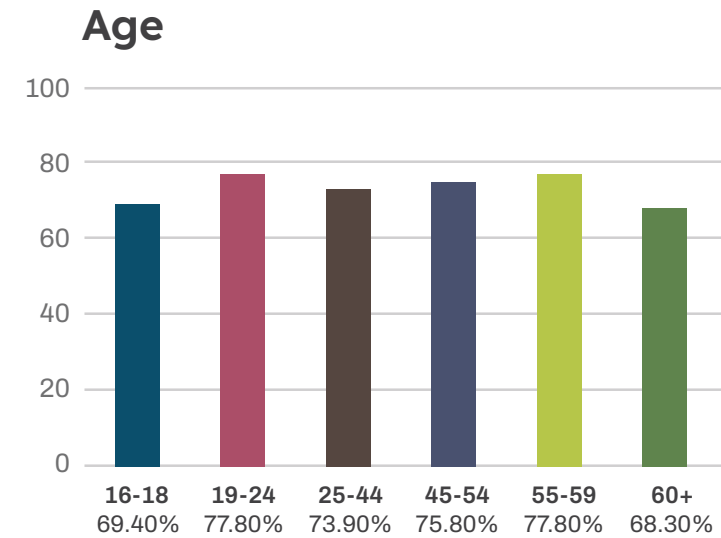
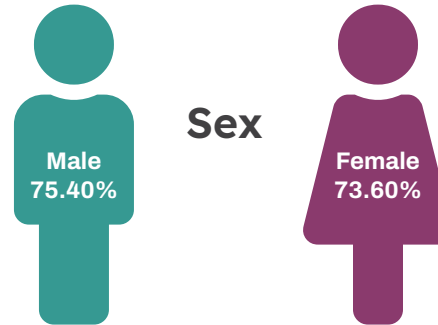
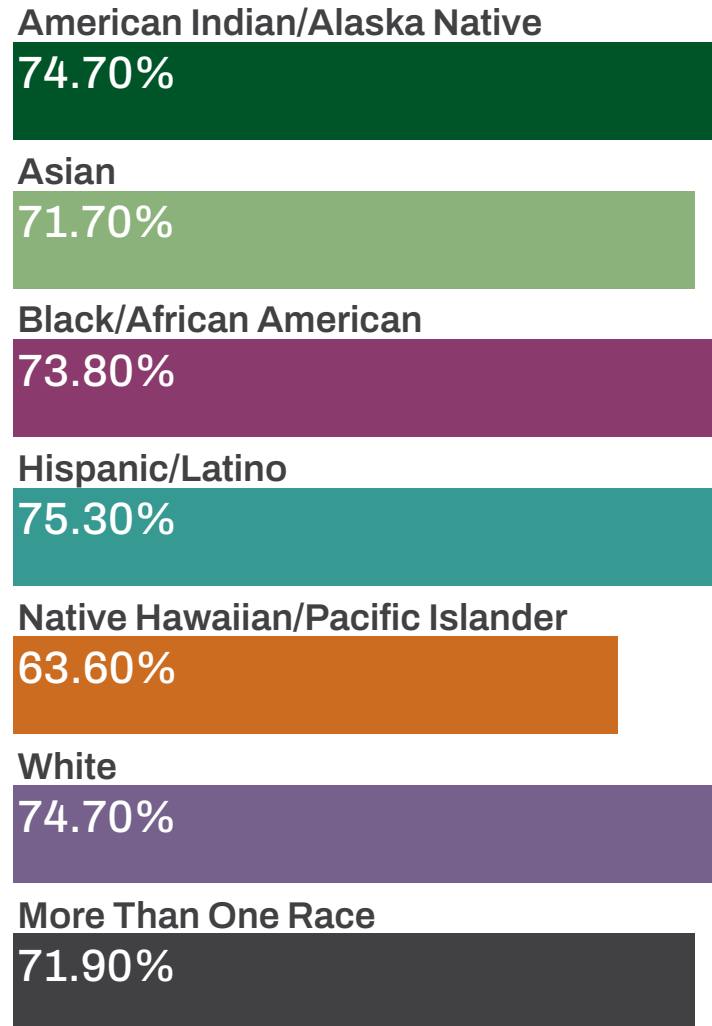


Employment Barrier	
Displaced Homemaker	100.00%
ELL, Low Levels of Literacy, Cultural Barriers	73.90%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	33.30%
Ex-offenders	78.20%
Homeless Individuals/Runaway Youth	75.80%
Long-term Unemployed (27 or More Consecutive Weeks)	73.10%
Low-Income Individuals	70.80%
Migrant and Seasonal Farmworkers	71.40%
Individuals with Disabilities (Including Youth)	61.30%
Single Parents (Including Single Pregnant Women)	68.90%
Youth in Foster Care or Aged Out of the System	0.00%

Performance Indicator | Measurable Skill Gain

Title I-B The Adult Program

Race/Ethnicity



Employment Barrier	
Displaced Homemaker	N/A
ELL, Low Levels of Literacy, Cultural Barriers	79.30%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	83.30%
Ex-offenders	75.90%
Homeless Individuals/Runaway Youth	77.30%
Long-term Unemployed (27 or More Consecutive Weeks)	76.20%
Low-Income Individuals	73.90%
Migrant and Seasonal Farmworkers	80.00%
Individuals with Disabilities (Including Youth)	67.00%
Single Parents (Including Single Pregnant Women)	71.90%
Youth in Foster Care or Aged Out of the System	100.00%

Local Area Recognition & Success Story

Title I-B The Adult Program

The Council would like to commend the Southeastern Arizona (SEAZ) Workforce Area for its exceptional employment outcomes in the Adult Program, with an 83.47% same-employer retention rate in Q2 and Q4 after exit. This accomplishment highlights SEAZ's deep commitment to supporting migrant and seasonal farmworkers, empowering them to build secure, sustainable careers while strengthening the region's agricultural and economic foundations.

Isaac — Forging a New Path Through Determination and Opportunity

When Isaac walked into the ARIZONA@WORK Clifton office in January, he was facing one of the most critical turning points of his life. As part of his probation requirements, he needed to secure employment—or risk returning to prison. More than that, Isaac wanted to do more than just meet a condition; he wanted to rebuild his life, become a productive member of his community, and give back to those who had helped him find his way forward.

With the support of dedicated workforce staff, Isaac began by learning foundational skills—creating a resume, setting up an email account, and applying for jobs. During their conversations, Isaac shared that he had once built a career as a welder while working for FMI, a skill that became the key to his new beginning. Together, he and his career specialist identified an opportunity with Sundt Construction, and staff guided him through the application and interview process.

A few days later, Isaac returned—this time to complete his onboarding paperwork. He had been hired as a structural welder, a position that allowed him to use his professional certifications and experience to build a stable future.

Today, Isaac is proud to be working in his trade again, staying in full compliance with his probation, and contributing meaningfully to the community he once thought he might lose. His journey is a powerful reminder that, with the right support and determination, second chances can forge stronger futures—one weld, one opportunity, and one act of perseverance at a time.

A woman with dark hair, wearing a white long-sleeved shirt, is smiling and talking on a mobile phone held to her ear. She is also holding a black laptop under her left arm. She stands in front of a modern building with large glass windows. The entire image has a warm, orange-toned overlay.

Title I-B The Dislocated Worker Program

Data Informed Narrative | Program Year 2024

Title I-B The Dislocated Worker Program

During Program Year (PY) 2024, the Title I-B The Dislocated Worker Program demonstrated strong performance across key indicators while maintaining a focus on efficiency, equitable outcomes, and measurable participant impact. A total of **759 individuals** were served through workforce development programs, including those who **received career services** and **355 participating in training services**. Among the **759 participants** who received both types of services and exited during the year, the system achieved an **average cost of \$3,083.56 per participant**, reflecting sound fiscal management and effective program design.

Career and training investments totaled **\$2.34 million** in PY2024, including **\$277,581 for career services** and **\$2,062,841 for training**, underscoring a strategic emphasis on skill development and employment readiness. Participants in training programs achieved a **15% job placement rate in fields directly related to their training**, highlighting ongoing opportunities for enhanced alignment between training and labor market demand or the use of a more reliable methodology to report on job placements.

Employment outcomes exceeded negotiated levels across all primary indicators. The **Q2 employment rate** rose to **81.5%**, surpassing both the prior year's certified performance (78.6%) and the PY2024

negotiated goal (77.5%). The **Q4 employment rate** similarly improved to **75.8%**, maintaining gains in job retention. Median quarterly earnings reached **\$9,923**, a slight increase over the previous year, and the **same-employer retention rate** between the second and fourth quarters stood at an impressive **75.2%**, reflecting job stability and quality placements.

Skill development indicators showed exceptional progress. The **Measurable Skill Gains (MSG) rate** climbed to **82.2%**, outperforming the negotiated target by more than seven percentage points. The **Credential Attainment Rate** reached **72.5%**, modestly below the negotiated level of 74%, yet consistent with prior-year results and indicative of continued upward momentum in credential acquisition.

Performance among key demographic groups reflected both strong participation and equitable service outcomes. By race and ethnicity, **American Indian/Alaska Native (87.5%)**, **Hispanic/Latino (83.6%)**, and **White (82.1%)** participants achieved the highest Q2 employment rates, while **Asian participants** earned the highest median wages at **\$13,583**. Among individuals with barriers to employment, outcomes were particularly strong for **Ex-offenders (95.5% MSG, \$10,014 median earnings)**, **Migrant and Seasonal Farmworkers (100% MSG, 83.3% credential rate)**, and **Individuals with Disabilities (100% MSG, \$11,215 median earnings)**—all exceeding statewide averages and

demonstrating the success of targeted service strategies. The system still will benefit from increasing co-enrollment for more participants who reflect better outcomes with support services available through programs like the Wagner-Peyser Employment Service Program.

Outcomes also varied by age group. Participants aged **19–24** achieved the strongest results overall, with a **Q2 employment rate of 86.2%**, **median earnings of \$11,388**, and **93.3% MSG performance**, signaling strong youth engagement and readiness for high-quality employment.

In summary, PY2024 results highlight a system that continues to improve on its performance trajectory—**exceeding negotiated benchmarks** in employment, earnings, and skill attainment while maintaining efficiency and inclusivity. Continued investment in training alignment, post-exit job retention, and targeted support for individuals with barriers to employment will further strengthen system outcomes in the coming program year.

Program Performance | Program Year 2024

Title I-B The Dislocated Worker Program



759

TOTAL PARTICIPANTS SERVED

642 PARTICIPANTS
Exited From Career and Training Services

\$3,083.56 AVERAGE COST
Per Career and Training Service Participant

Career Services 759 Participants



642
Participants Exited

\$366.00
Cost Per Participant

\$277,581.00
Funds Expended in PY24

Training Services 355 Participants



313
Participants Exited

\$5,811.00
Cost Per Participant

\$2,062,841.00
Funds Expended in PY24



Program Performance | Primary Indicators

Title I-B The Dislocated Worker Program

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit	78.60%	77.50%	81.50%
Employment Rate 4th Quarter after Exit	73.80%	73.50%	75.80%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	75.20%
Median Earnings 2nd Quarter after Exit	\$10,127.00	\$9,600.00	\$9,923.00
Credential Attainment Rate for the Program Year	70.70%	74.00%	72.50%
Measurable Skill Gain for the Program Year	70.70%	75.00%	82.20%

Program Performance | Program Year 2024

Title I-B The Dislocated Worker Program

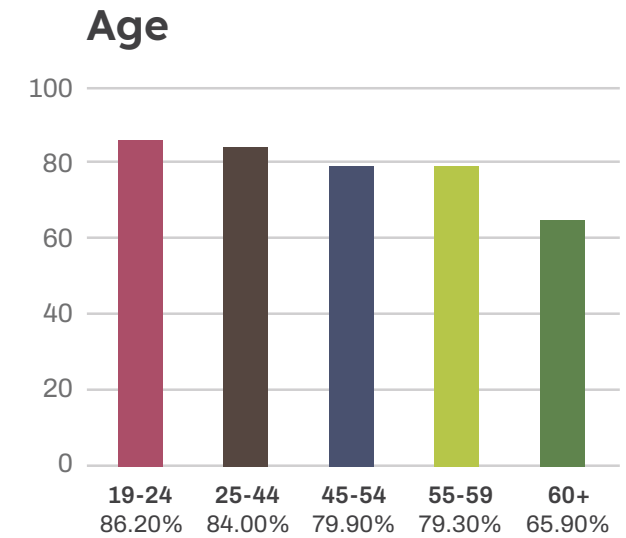
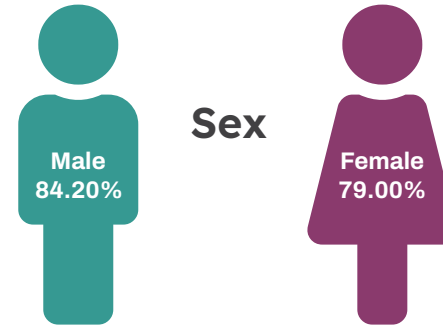
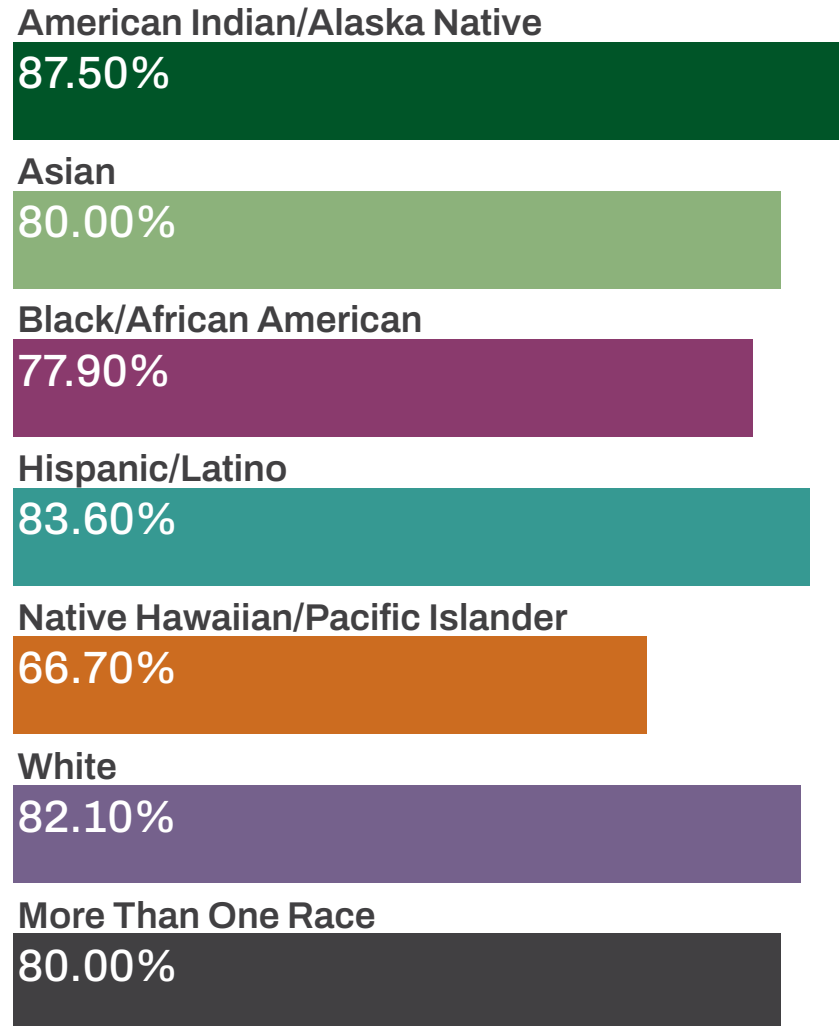
Program Year 2024 Levels
of Performance Achieved
with Respect to Individuals
with Barriers to Employment
Disaggregated by Race/
Ethnicity, Sex and Age.



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title I-B The Dislocated Worker Program

Race/Ethnicity



Employment Barrier	
Displaced Homemaker	72.20%
ELL, Low Levels of Literacy, Cultural Barriers	76.10%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	66.70%
Ex-offenders	74.40%
Homeless Individuals/Runaway Youth	60.00%
Long-term Unemployed (27 or More Consecutive Weeks)	66.90%
Low-Income Individuals	76.90%
Migrant and Seasonal Farmworkers	76.50%
Individuals with Disabilities (Including Youth)	66.70%
Single Parents (Including Single Pregnant Women)	81.20%
Youth in Foster Care or Aged Out of the System	N/A

Performance Indicator | Employment Rate 4th Quarter after Exit

Title I-B The Dislocated Worker Program

Race/Ethnicity

American Indian/Alaska Native

75.00%

Asian

72.70%

Black/African American

71.30%

Hispanic/Latino

78.30%

Native Hawaiian/Pacific Islander

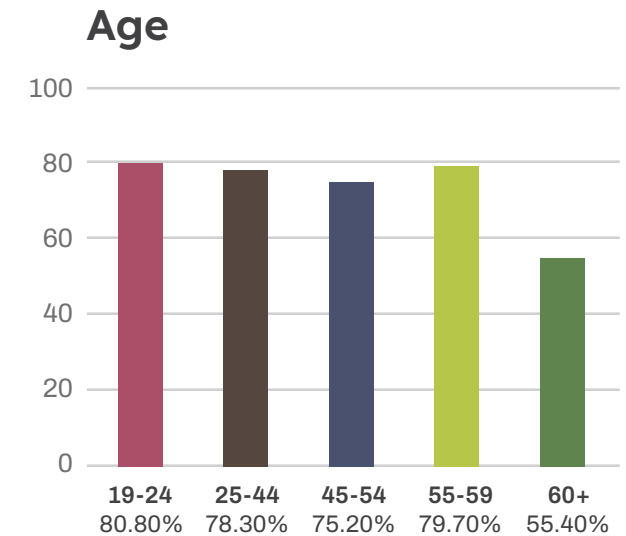
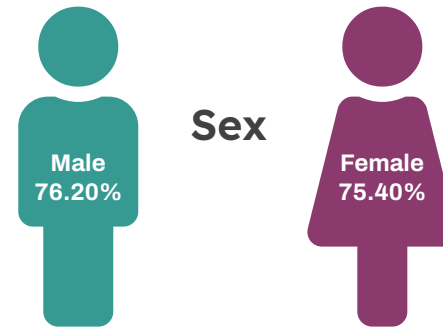
25.00%

White

76.10%

More Than One Race

50.00%



Employment Barrier	
Displaced Homemaker	68.20%
ELL, Low Levels of Literacy, Cultural Barriers	80.70%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0.00%
Ex-offenders	68.40%
Homeless Individuals/Runaway Youth	40.00%
Long-term Unemployed (27 or More Consecutive Weeks)	67.40%
Low-Income Individuals	72.10%
Migrant and Seasonal Farmworkers	81.30%
Individuals with Disabilities (Including Youth)	87.50%
Single Parents (Including Single Pregnant Women)	69.00%
Youth in Foster Care or Aged Out of the System	N/A

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title I-B The Dislocated Worker Program

Race/Ethnicity

American Indian/Alaska Native

\$9,309

Asian

\$13,583

Black/African American

\$10,694

Hispanic/Latino

\$9,555

Native Hawaiian/Pacific Islander

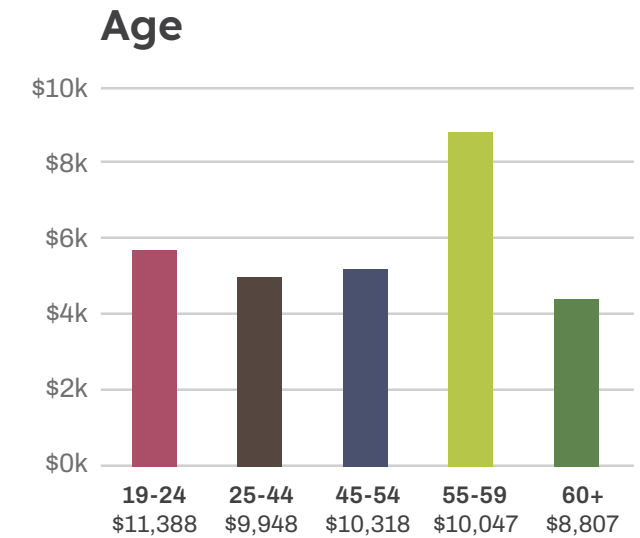
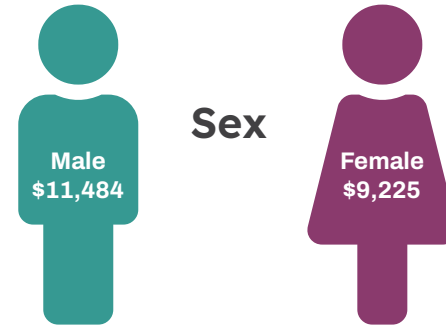
\$12,541

White

\$9,729

More Than One Race

\$12,403

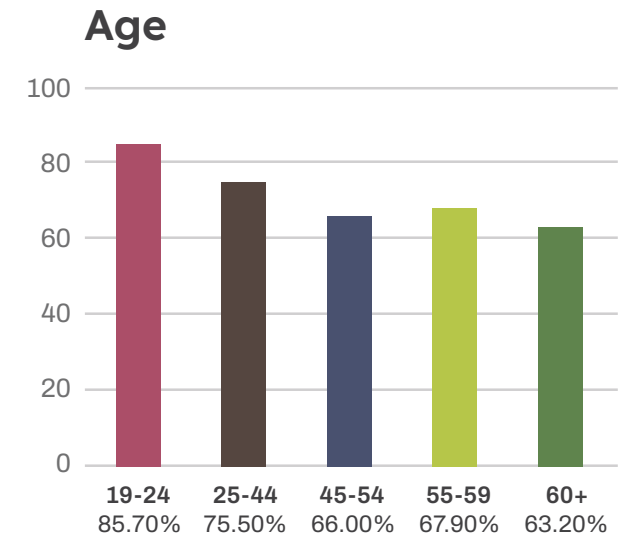
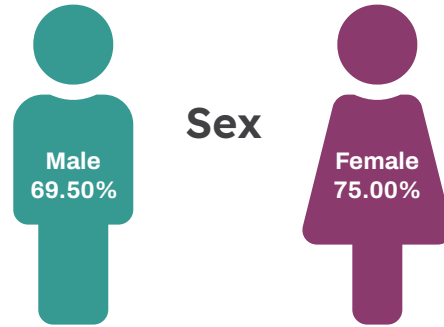
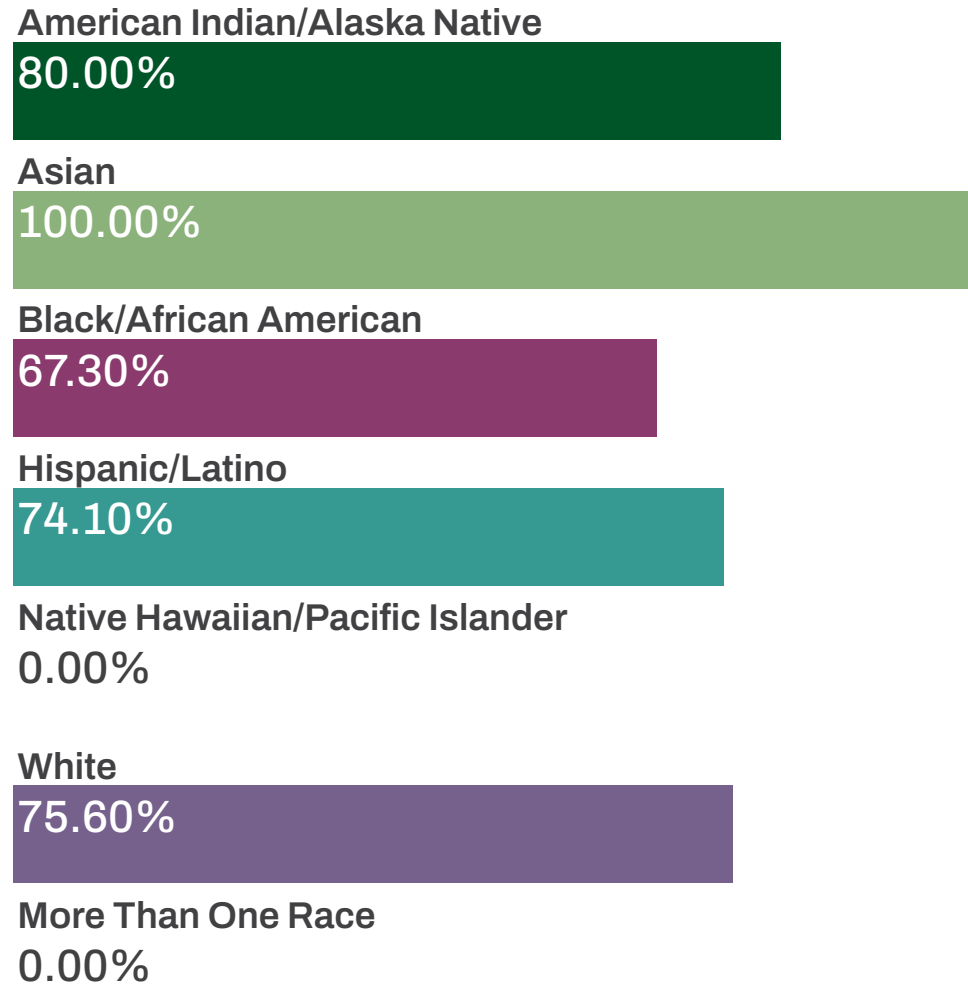


Employment Barrier	
Displaced Homemaker	\$8,483
ELL, Low Levels of Literacy, Cultural Barriers	\$9,172
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$5,993
Ex-offenders	\$10,014
Homeless Individuals/Runaway Youth	\$9,225
Long-term Unemployed (27 or More Consecutive Weeks)	\$9,045
Low-Income Individuals	\$9,134
Migrant and Seasonal Farmworkers	\$7,144
Individuals with Disabilities (Including Youth)	\$11,215
Single Parents (Including Single Pregnant Women)	\$9,225
Youth in Foster Care or Aged Out of the System	N/A

Performance Indicator | Credential Attainment Rate

Title I-B The Dislocated Worker Program

Race/Ethnicity

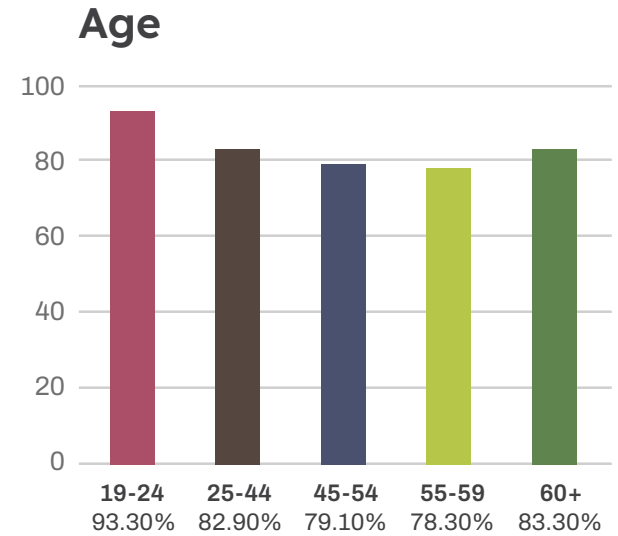
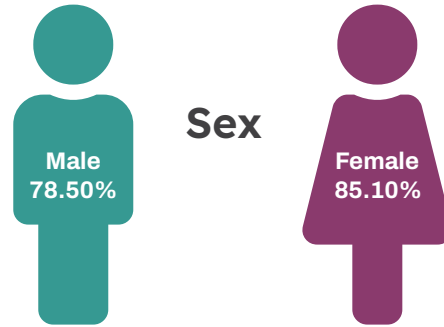
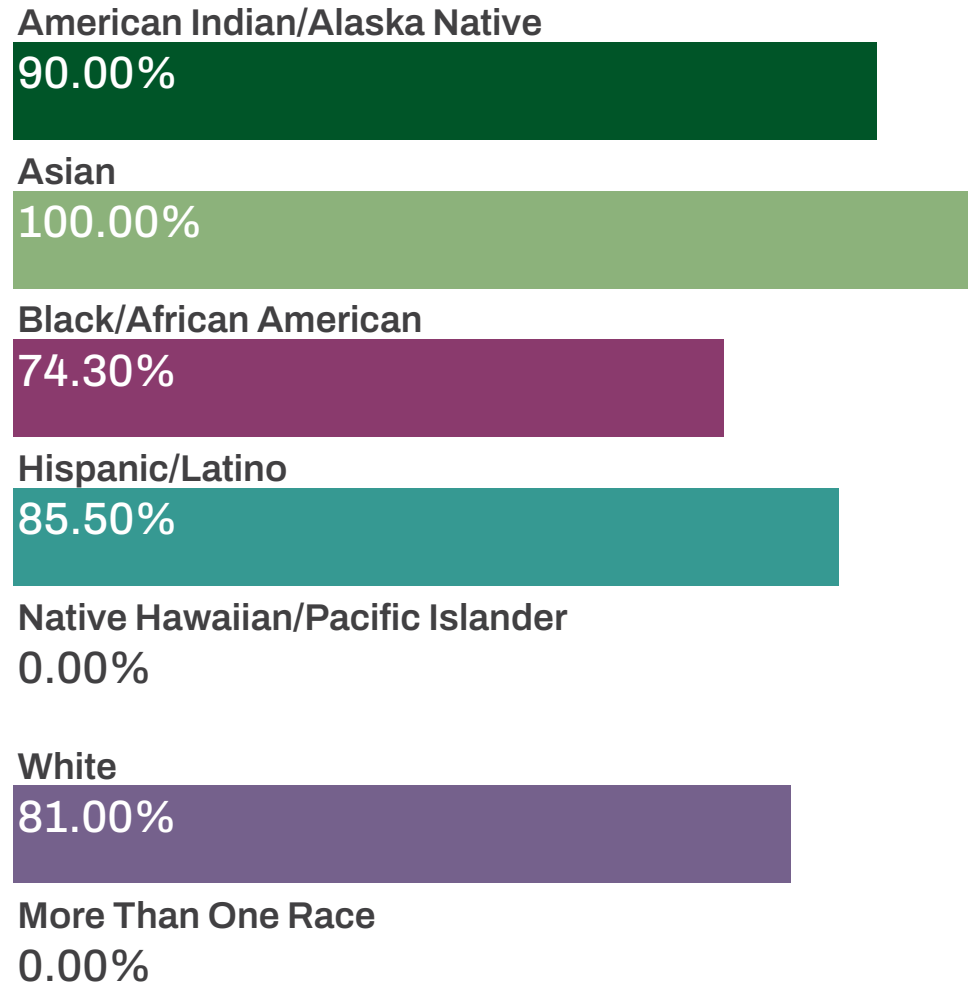


Employment Barrier	
Displaced Homemaker	81.50%
ELL, Low Levels of Literacy, Cultural Barriers	78.80%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0.00%
Ex-offenders	81.50%
Homeless Individuals/Runaway Youth	66.70%
Long-term Unemployed (27 or More Consecutive Weeks)	71.10%
Low-Income Individuals	72.10%
Migrant and Seasonal Farmworkers	83.30%
Individuals with Disabilities (Including Youth)	62.50%
Single Parents (Including Single Pregnant Women)	70.80%
Youth in Foster Care or Aged Out of the System	N/A

Performance Indicator | Measurable Skill Gain

Title I-B The Dislocated Worker Program

Race/Ethnicity



Employment Barrier	
Displaced Homemaker	68.00%
ELL, Low Levels of Literacy, Cultural Barriers	86.80%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	100.00%
Ex-offenders	95.50%
Homeless Individuals/Runaway Youth	75.00%
Long-term Unemployed (27 or More Consecutive Weeks)	75.00%
Low-Income Individuals	75.40%
Migrant and Seasonal Farmworkers	100.00%
Individuals with Disabilities (Including Youth)	100.00%
Single Parents (Including Single Pregnant Women)	79.70%
Youth in Foster Care or Aged Out of the System	N/A

Local Area Recognition & Success Story

Title I-B The Dislocated Worker Program

The Workforce Arizona Council would like to extend recognition to the City of Phoenix for its exemplary Dislocated Worker (DW) Program, which achieved an impressive 85.45% Employment Rate for Q2 and Q4 with the Same Employer. This achievement demonstrates the City's strong leadership in ensuring that individuals with disabilities receive equitable access to career opportunities, training, and ongoing support that leads to lasting employment and inclusion in the workforce.

Eliza — A Veteran's Journey to Renewal and Purpose

For Eliza, a disabled veteran and displaced homemaker, reentering the workforce after years of financial dependence as a challenge that required both courage and commitment. After serving her country as a Medical Administration Recruiter and Training Facilitator in the military, she faced new barriers following her divorce, uncertain of how to rebuild a career that aligned with her skills and aspirations.

Through the ARIZONA@WORK City of Phoenix Dislocated Worker Program, Eliza received the guidance and support she needed to move forward with confidence. Her Individual Employment Plan (IEP) was carefully designed to match her career goals, while job readiness workshops, interview preparation, and resume-building activities helped her regain professional momentum. With continued career planning and job search assistance, Eliza soon found herself with multiple job offers—including positions as a Health Technician at a local school and at a dialysis center.

However, Eliza's true passion lay in continuing her service to fellow veterans. With targeted coaching from program staff, she focused her search on opportunities within the Department of Veterans Affairs (VA). Her perseverance paid off—Eliza was hired as a Staff Assistant at the VA, earning \$62,635 per year, and as of April 2025, she remains successfully employed and thriving in her role.

Today, Eliza's new career provides not only financial stability for her household of two but also a renewed sense of purpose. Her journey stands as a testament to the power of persistence, personalized support, and the life-changing impact of workforce programs that help veterans like her turn determination into success.

A young woman with long, curly hair is smiling and looking towards the camera. She is sitting at a desk with a computer monitor and keyboard. The image has a warm, orange-toned overlay.

Title I-B **The Youth Program**

Data Informed Narrative | Program Year 2024

Title I-B The Youth Program

During program year (PY) 2024 the Title I-B Youth Program demonstrated measurable progress across core workforce performance indicators. The system served **3,062 participants** and achieved strong results while maintaining cost efficiency, with an average cost of **\$594 per participant** who received both career and training services.

Employment outcomes showed notable improvement. The Q2 employment and education **rates rose to 77.2%**, exceeding both the prior year's result and the negotiated goal, while Q4 performance (74.5%) also surpassed targets. Median earnings **increased significantly to \$7,349**, reflecting improved job quality and stronger alignment with labor market demand.

Skill development outcomes also advanced. The Measurable Skill Gains (MSGs) rate **reached 69.6%**, outperforming the goal by nearly five points and signaling progress toward credential and employment readiness. Although the **Credential Attainment Rate (58.7%)** fell slightly below target, continued gains in skill achievement indicate a positive trajectory for future credential completion.

Performance improved across most demographic groups, with notably strong outcomes among **Hispanic/Latino, White, and Multiracial participants**, and particularly high earnings among Native Hawaiian/Pacific Islander and Migrant and Seasonal Farmworker participants. Participants with barriers to employment—including single parents, individuals with disabilities, and those exiting TANF—also achieved outcomes above the statewide average, demonstrating the effectiveness of targeted service strategies.

Overall, PY2024 results reflect a system on an upward trajectory, exceeding negotiated levels in key areas of employment, retention, and earnings. Continued emphasis on skill attainment and sector-aligned training will sustain this positive performance trend into future program years.

Program Performance | Program Year 2024

Title I-B The Youth Program



3,062

TOTAL PARTICIPANTS SERVED

2,999 PARTICIPANTS
Exited From Career and Training Services

\$594 AVERAGE COST
Per Career and Training Service Participant

Career Services 2,981 Participants



2,180
Participants Exited

\$122.00
Cost Per Participant

\$363,423
Funds Expended in PY24

Training Services 1,020 Participants



819
Participants Exited

\$1,426.00
Cost Per Participant

\$1,454,490
Funds Expended in PY24



Program Performance | Primary Indicators

Title I-B The Youth Program

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit Including participants who enrolled into a training or education program	74.00%	75%	77.20%
Employment Rate 4th Quarter after Exit Including participants who enrolled into a training or education program	74.40%	73.00%	74.50%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	63.65%
Median Earnings 2nd Quarter after Exit	\$6,970.00	\$6,188.00	\$7,349.00
Credential Attainment Rate for the Program Year	63.30%	61.00%	58.70%
Measurable Skill Gain for the Program Year	63.30%	65.00%	69.60%

Program Performance | Program Year 2024

Title I-B The Youth Program

Program Levels of Performance with Respect to Individuals with Barriers to Employment and Disaggregated by Race/Ethnicity, Sex and Age.

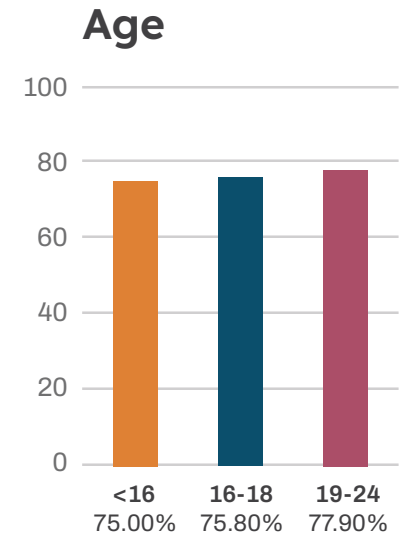
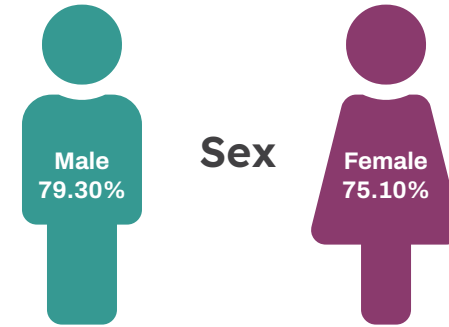
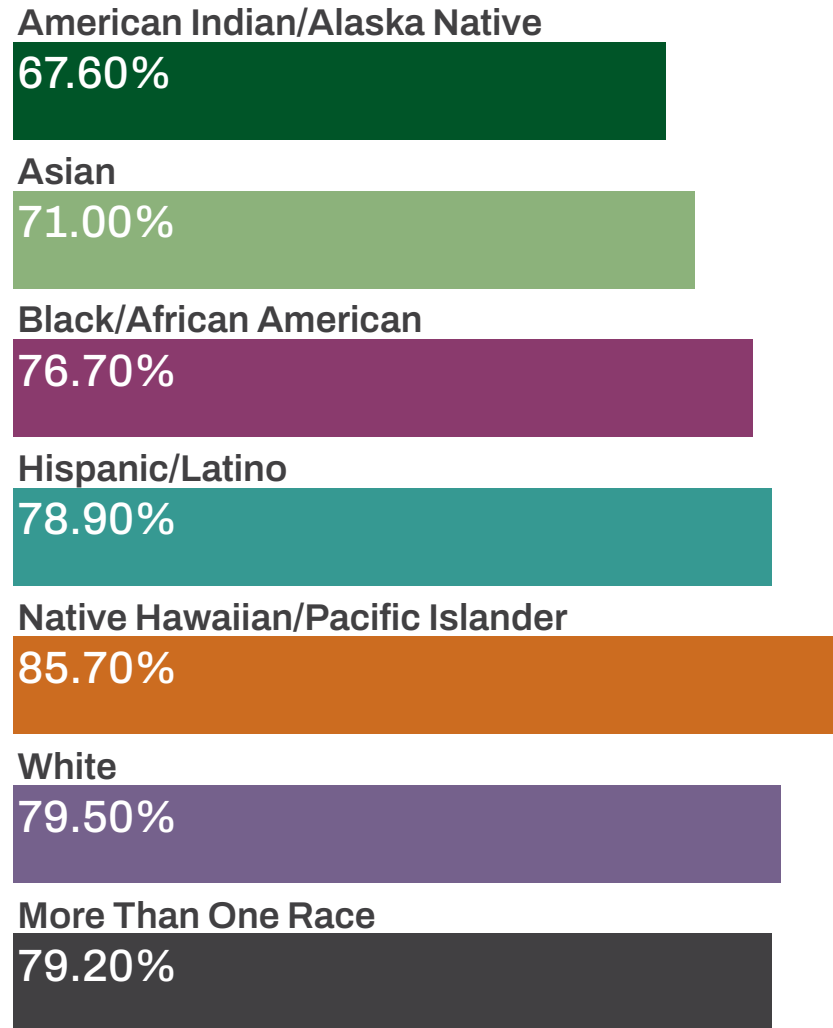
Including participants who enrolled into a training or education program



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title I-B The Youth Program

Race/Ethnicity

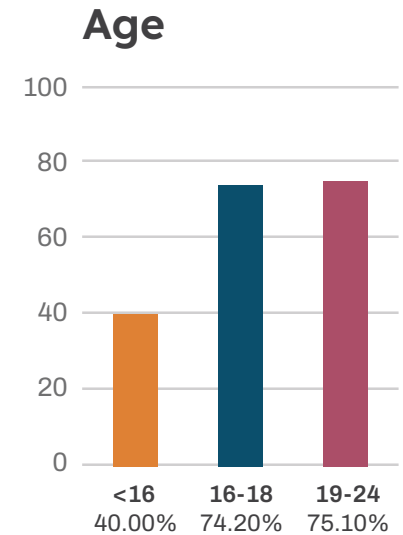
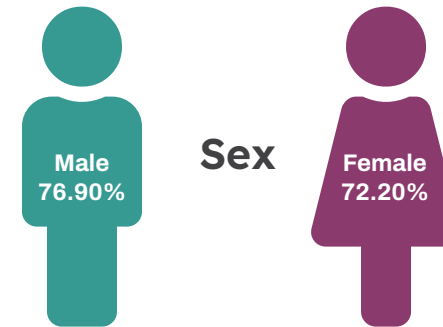
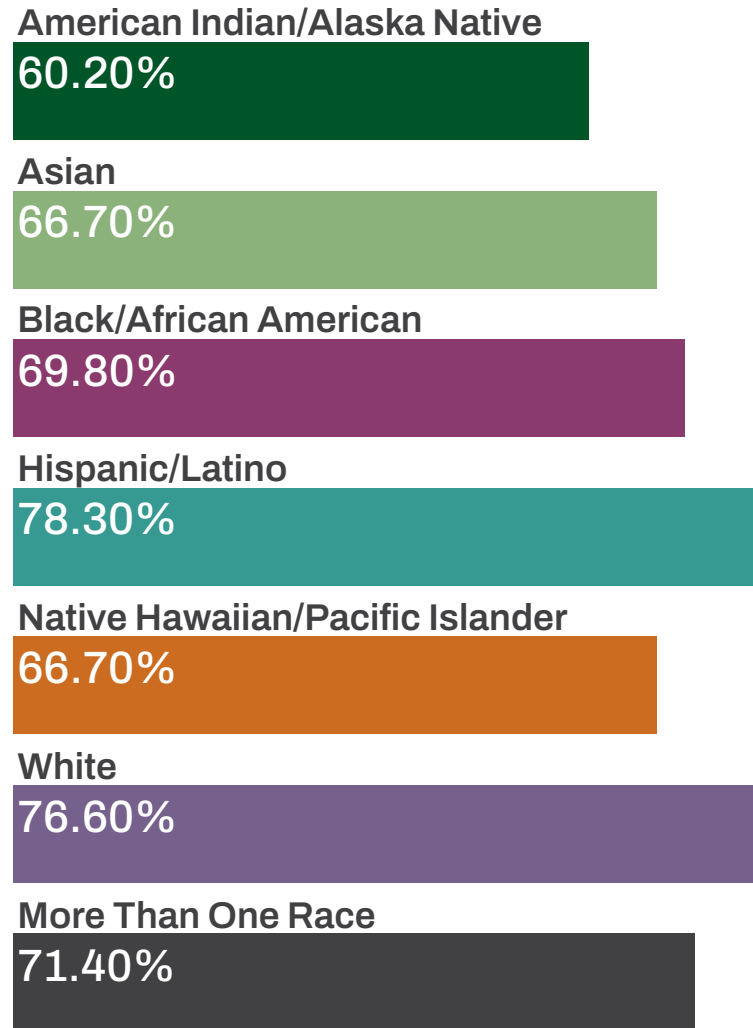


Employment Barrier	
Displaced Homemaker	100.00%
ELL, Low Levels of Literacy, Cultural Barriers	77.70%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	75.00%
Ex-offenders	73.30%
Homeless Individuals/Runaway Youth	78.60%
Long-term Unemployed (27 or More Consecutive Weeks)	68.10%
Low-Income Individuals	76.30%
Migrant and Seasonal Farmworkers	55.60%
Individuals with Disabilities (Including Youth)	70.30%
Single Parents (Including Single Pregnant Women)	76.40%
Youth in Foster Care or Aged Out of the System	84.10%

Performance Indicator | Employment Rate 4th Quarter after Exit

Title I-B The Youth Program

Race/Ethnicity



Employment Barrier	
Displaced Homemaker	100.00%
ELL, Low Levels of Literacy, Cultural Barriers	74.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	83.30%
Ex-offenders	75.40%
Homeless Individuals/Runaway Youth	69.10%
Long-term Unemployed (27 or More Consecutive Weeks)	66.30%
Low-Income Individuals	74.40%
Migrant and Seasonal Farmworkers	61.10%
Individuals with Disabilities (Including Youth)	63.20%
Single Parents (Including Single Pregnant Women)	75.20%
Youth in Foster Care or Aged Out of the System	69.60%

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title I-B The Youth Program

Race/Ethnicity

American Indian/Alaska Native

\$7,246

Asian

\$5,636

Black/African American

\$7,148

Hispanic/Latino

\$7,626

Native Hawaiian/Pacific Islander

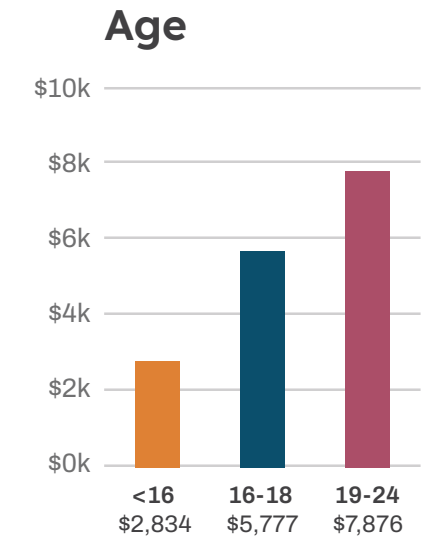
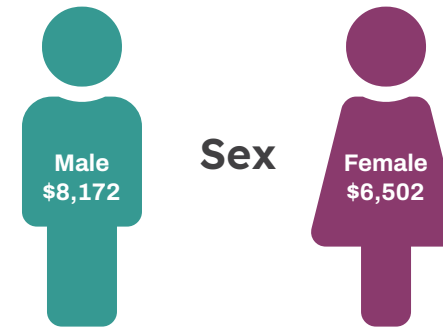
\$10,836

White

\$7,224

More Than One Race

\$6,082



Employment Barrier	
Displaced Homemaker	\$7,309
ELL, Low Levels of Literacy, Cultural Barriers	\$7,292
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$6,383
Ex-offenders	\$8,557
Homeless Individuals/Runaway Youth	\$6,795
Long-term Unemployed (27 or More Consecutive Weeks)	\$6,502
Low-Income Individuals	\$7,205
Migrant and Seasonal Farmworkers	\$10,845
Individuals with Disabilities (Including Youth)	\$7,389
Single Parents (Including Single Pregnant Women)	\$7,701
Youth in Foster Care or Aged Out of the System	\$5,034

Performance Indicator | Credential Attainment Rate

Title I-B The Youth Program

Race/Ethnicity

American Indian/Alaska Native

42.40%

Asian

69.60%

Black/African American

52.30%

Hispanic/Latino

61.80%

Native Hawaiian/Pacific Islander

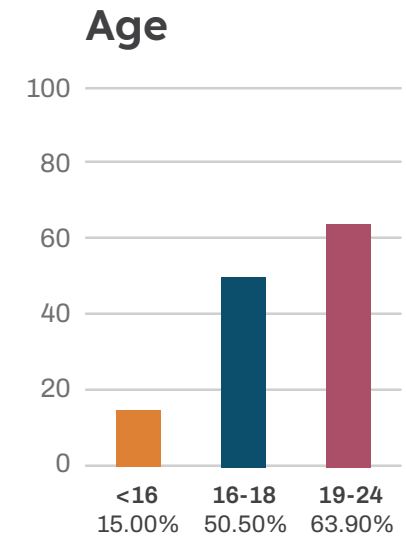
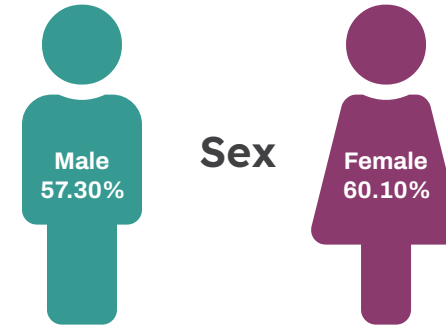
53.80%

White

59.20%

More Than One Race

48.00%



Employment Barrier	
Displaced Homemaker	0.00%
ELL, Low Levels of Literacy, Cultural Barriers	57.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	75.00%
Ex-offenders	54.50%
Homeless Individuals/Runaway Youth	65.80%
Long-term Unemployed (27 or More Consecutive Weeks)	53.40%
Low-Income Individuals	60.80%
Migrant and Seasonal Farmworkers	80.00%
Individuals with Disabilities (Including Youth)	54.10%
Single Parents (Including Single Pregnant Women)	56.10%
Youth in Foster Care or Aged Out of the System	39.20%

Performance Indicator | Measurable Skill Gain

Title I-B The Youth Program

Race/Ethnicity

American Indian/Alaska Native

59.00%

Asian

73.10%

Black/African American

68.80%

Hispanic/Latino

71.40%

Native Hawaiian/Pacific Islander

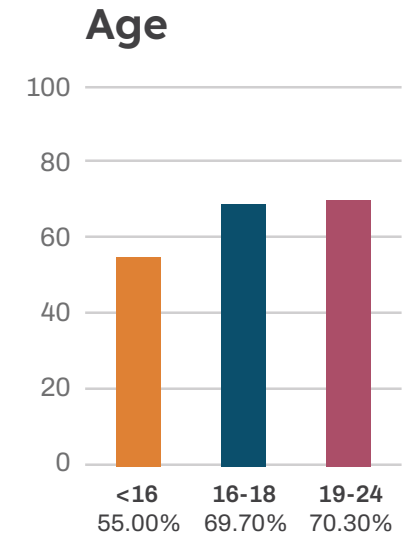
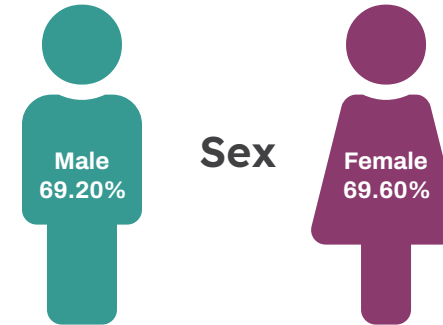
100.00%

White

72.70%

More Than One Race

69.00%



Employment Barrier	
Displaced Homemaker	0.00%
ELL, Low Levels of Literacy, Cultural Barriers	67.40%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	83.30%
Ex-offenders	63.30%
Homeless Individuals/Runaway Youth	69.40%
Long-term Unemployed (27 or More Consecutive Weeks)	65.80%
Low-Income Individuals	69.00%
Migrant and Seasonal Farmworkers	75.00%
Individuals with Disabilities (Including Youth)	71.30%
Single Parents (Including Single Pregnant Women)	69.20%
Youth in Foster Care or Aged Out of the System	65.40%

Local Area Recognition & Success Story

Title I-B The Youth Program

The Workforce Arizona Council (WAC) proudly recognizes the Yavapai County Workforce Development Board for its outstanding Youth Program performance during Program Year 2024, achieving an 83.3% Q2 and Q4 Employment with the Same Employer rate. This remarkable outcome reflects Yavapai County's dedication to helping young Arizonans—especially those nearing the exhaustion of TANF benefits—gain the skills, confidence, and stability needed to achieve self-sufficiency and long-term success in the workforce.

In addition to its exceptional performance outcomes, the Workforce Arizona Council also recognizes Yavapai County's innovative leadership in developing and launching the Vocational English as a Second Language (VESL) program—a powerful example of how local collaboration can transform lives. This initiative, designed to help members of the local Hispanic community earn their Commercial Driver's License (CDL), demonstrates the county's deep commitment to inclusion, opportunity, and economic mobility. The program was made possible through the combined efforts of the Yavapai County Workforce Development Board, which identified the CDL as an in-demand, high-wage credential; the WIOA Title II: Adult Education and Family Literacy program, which created the tailored CDL curriculum through the Arizona Department of Education; and the Title I-B: Adult, Dislocated Worker, and Youth program, which ensured tuition and training costs were covered through federal assistance. The Council applauds this remarkable example of cross-program collaboration and community impact, which not only empowers participants but also strengthens the regional workforce and local economy.

At the boots-on-the-ground training level, Yavapai College staff was hard at work. This innovative initiative, developed by CDL Instructor Dr. Alex Barber and VESL Program Designer Dawnette Polland, aimed to bridge the language gap for non-English speakers pursuing vocational careers. The VESL program was launched in response to a significant community need for qualified drivers in Yavapai County. With a growing Hispanic population, the college recognized the importance of equipping aspiring drivers with the English language skills necessary to pass both the written and hands-on CDL exams. During the previous two years, the VESL program had provided tailored English language instruction focused on the specific vocabulary and skills required in the commercial driving field. Participants learned essential terminology related to vehicle inspections and safe driving practices while simultaneously gaining practical experience behind the wheel.

Candelário Meza Cosio, the program's first graduate, exemplifies the success of this initiative. Through dedicated instruction and support, he completed the CDL training and passed the road test, marking a watershed moment for both him and the program.

Barber noted, “Candelário's journey highlighted the importance of integrating language learning with vocational training, and his success has inspired many others in the community.”

The program not only assists students in obtaining their CDL but also lays the groundwork for expanding VESL offerings to other vocational fields, such as nursing, emergency medical services, and welding. Barber and Polland envision adapting the VESL model for various career technical education programs, ensuring that more community members can access the training they need to succeed. “We are committed to fostering an inclusive environment where everyone has the opportunity to learn and grow,” said Polland. The success of our VESL program is a testament to the desire for education within our community and the potential for future expansion.

Candelário Meza Cosio — Turning a Dream into a Driving Force

For Candelário Meza Cosio, who grew up in Zacatecas, Mexico, driving a truck was more than a job—it was a lifelong dream inspired by his family of truck drivers. “Since I was a child, I always had the dream of driving a truck, but I never had the opportunity,” he shared. That dream became a reality in July 2024, when Candelário proudly earned his Commercial Driver’s License (CDL) after completing the Vocational English as a Second Language (VESL) program in Yavapai County.

Through patience, encouragement, and skilled instruction from his teachers, Alex and Dawnette, Candelário overcame language and technical barriers to achieve his goal. “They were very good teachers... They were patient with me,” he said. Shortly after earning his CDL, Candelário secured a new job—one that allowed him to double his income and provide greater stability for his family. His story stands as a testament to determination, resilience, and the transformative power of accessible education and training.

Candelário’s journey also reflects the broader success of the Yavapai County Workforce Development Board’s VESL initiative, a collaborative effort among WIOA Title I-B and Title II programs and Yavapai College, designed to equip participants with both language and vocational skills needed for high-demand careers. Looking ahead, Yavapai College—now serving as the Title I-B program provider and One-Stop Operator—plans to build upon this success through the “Yavapai Works” initiative. This next phase will refine the VESL curriculum, expand partnerships with local employers, and create stronger career pathways that not only empower individuals like Candelário but also fuel the ongoing economic growth of Yavapai County and the State of Arizona.

A photograph of a man with curly hair, smiling and pointing at a laptop screen in a classroom. Other students are visible in the background, all under a warm orange tint.

Title II Adult Education Program

Data Informed Narrative | Program Year 2024

Title II Adult Education Program

In Program Year (PY) 2024-2025, WIOA Title II Adult Education Program served a total of **15,573 participants**, of these **4,289 participants also received career and training services through Integrated Education and Training (IET) Programs**.

Cost metrics remained consistent with program scale: career services were delivered at **\$172.55 cost per participant** (calculated from \$2,687,167 in expenditures), while training services reflected a significantly high **\$609.68 cost per participant** (derived from \$2,614,909.05 in expenditures). When combining both service streams, the **average cost per participant was \$340.47**, and **42.80% of training participants were in training related employment**.

The PY24-25 performance outcomes demonstrate a mixed picture. Employment indicators fell short of negotiated goals, with **Q2 and Q4 employment rates both at 41%**, under the 50% targets and slightly below PY23 certified performance (41.85% for Q2 and 43.40% for Q4). Despite this, worker earnings trended positive: **median Q2 earnings increased to \$9,130**, surpassing both the PY24 negotiated target of \$8,600 and the PY23 certified performance of \$8,295. Additionally, participant stability improved, with **58.76% retaining the**

same employer in both Q2 and Q4, indicating promising momentum in job quality and retention. Credential outcomes reached **25%**, narrowly under the 26% goal but above PY23's 18.42%. Measurable Skill Gains (MSG) were a notable strength, rising to **54%**, exceeding the 43% target and the previous year's MSG rate of 47.90%.

Disaggregated data shows variation across demographic groups. By race and ethnicity, several populations surpassed overall employment rates, including **Black/African American (Q2: 46%, Q4: 47%)** and **Native Hawaiian/Pacific Islander (Q2: 47%)** participants. Average quarterly median earnings reported ranged widely, from **\$5,350 for individuals identifying as more than one race** to **\$10,521 for Asian participants**. Skill gains were strongest among **Asian (57%), More Than One Race (56%), White (55%), and Hispanic/Latino (54%)** participants.

Sex-based outcomes show **males outperforming females in employment rates (44% vs. 39% Q2)** and median earnings (\$10,822 vs. \$8,382), while females demonstrate stronger skill progression (55% vs. 51% MSG). Age-based patterns align with labor market norms: median earnings peak among participants aged **45–59 (\$10,165–\$10,332)**, while employment rates are highest

among **19–24 (44% Q2)** and **45–54 (42% Q2)**. The oldest age group (60+) experienced the lowest employment outcomes (24% Q2, 23% Q4) and the lowest credential attainment (11%).

Participants with employment barriers show meaningful engagement and varied outcomes. **Single parents** achieved the highest employment rates (50% Q2, 51% Q4), while **youth formerly in foster care** reported the highest Q2 employment rate (51%). Skill gains were strongest among **displaced homemakers (56%)**, **low-income individuals (53%)**, and **individuals with disabilities (53%)**. Median earnings were highest among **ex-offenders (\$8,832)** and **migrant and seasonal farmworkers (\$8,829)**.

Overall, PY24 data shows that while employment levels remain a challenge relative to negotiated performance targets, the system is demonstrating strength in **earnings growth, skill development, and employment retention**, with several subpopulations exceeding statewide averages. The performance trajectory suggests that investments in training, skills acquisition, and retention strategies are yielding measurable returns despite softer hiring rates reflected in Q2 and Q4 employment indicators.

Program Performance | Program Year 2024

Title II Adult Education Program



15,573

TOTAL PARTICIPANTS SERVED

6,561 PARTICIPANTS
Exited From Career and Training Services

\$340.47 AVERAGE COST
Per Career and Training Service Participant

Career Services 15,573 Participants



6,561
Participants Exited

\$172.55
Cost Per Participant

\$2,687,167.00
Funds Expended in PY24

Training Services 4,289 Participants



1,471
Participants Exited

\$609.68
Cost Per Participant

\$2,614,909.05
Funds Expended in PY24



Program Performance | Primary Indicators

Title II Adult Education Program

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit	41.85%	50%	41.00%
Employment Rate 4th Quarter after Exit	43.40%	50%	41.00%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	58.76%
Median Earnings 2nd Quarter after Exit	\$8,295.00	\$8,600	\$9,130.00
Credential Attainment Rate for the Program Year	18.42%	26%	25.00%
Measurable Skill Gain for the Program Year	47.90%	43%	54.00%

Program Performance | Program Year 2024

Title II Adult Education Program

Program Year 2024 Levels of Performance Achieved with Respect to Individuals with Barriers to Employment Disaggregated by Race, Ethnicity, Sex and Age.



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title II Adult Education Program

Race/Ethnicity

American Indian/Alaska Native

45.00%

Asian

26.00%

Black/African American

46.00%

Hispanic/Latino

41.00%

Native Hawaiian/Pacific Islander

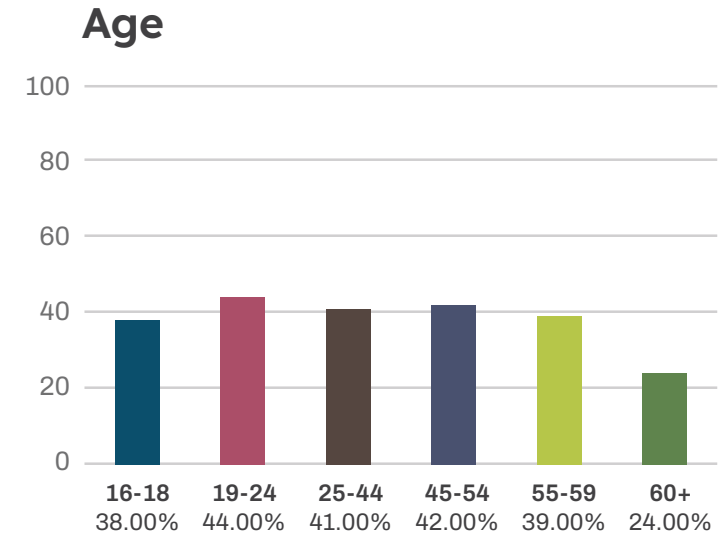
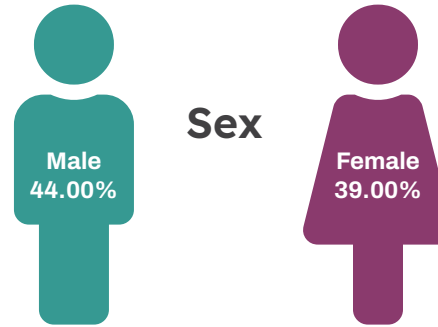
47.00%

White

42.00%

More Than One Race

41.00%



Employment Barrier	
Displaced Homemaker	30.00%
ELL, Low Levels of Literacy, Cultural Barriers	41.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	41.00%
Ex-offenders	48.00%
Homeless Individuals/Runaway Youth	33.00%
Long-term Unemployed (27 or More Consecutive Weeks)	26.00%
Low-Income Individuals	39.00%
Migrant and Seasonal Farmworkers	37.00%
Individuals with Disabilities (Including Youth)	35.00%
Single Parents (Including Single Pregnant Women)	50.00%
Youth in Foster Care or Aged Out of the System	51.00%

Performance Indicator | Employment Rate 4th Quarter after Exit

Title II Adult Education Program

Race/Ethnicity

American Indian/Alaska Native

42.00%

Asian

28.00%

Black/African American

47.00%

Hispanic/Latino

42.00%

Native Hawaiian/Pacific Islander

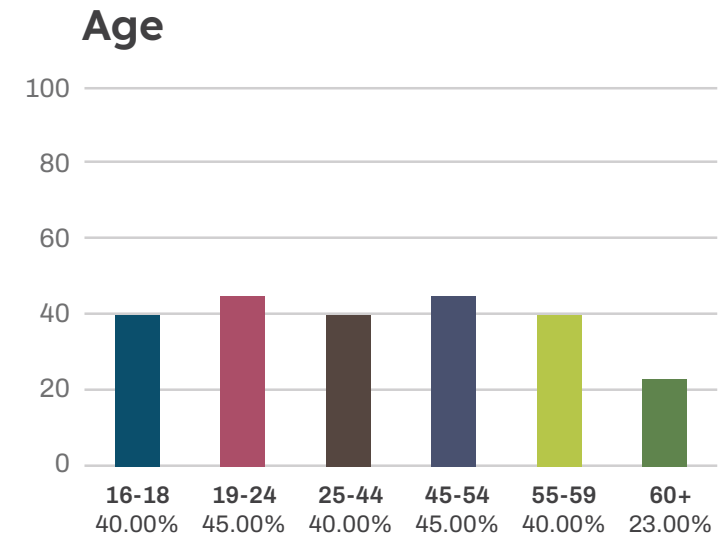
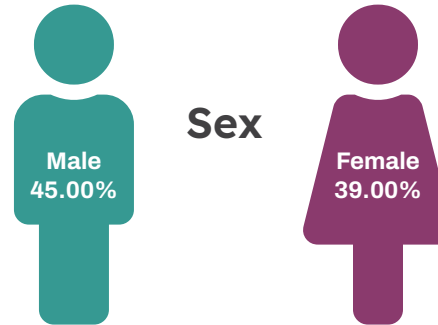
42.00%

White

42.00%

More Than One Race

36.00%



Employment Barrier	
Displaced Homemaker	31.00%
ELL, Low Levels of Literacy, Cultural Barriers	41.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	37.00%
Ex-offenders	41.00%
Homeless Individuals/Runaway Youth	39.00%
Long-term Unemployed (27 or More Consecutive Weeks)	26.00%
Low-Income Individuals	40.00%
Migrant and Seasonal Farmworkers	42.00%
Individuals with Disabilities (Including Youth)	37.00%
Single Parents (Including Single Pregnant Women)	51.00%
Youth in Foster Care or Aged Out of the System	40.00%

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title II Adult Education Program

Race/Ethnicity

American Indian/Alaska Native

\$6,834

Asian

\$10,521

Black/African American

\$10,160

Hispanic/Latino

\$9,645

Native Hawaiian/Pacific Islander

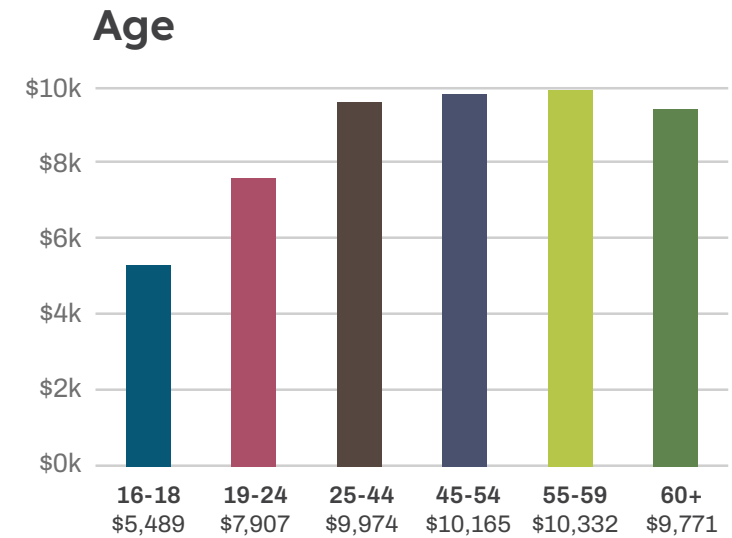
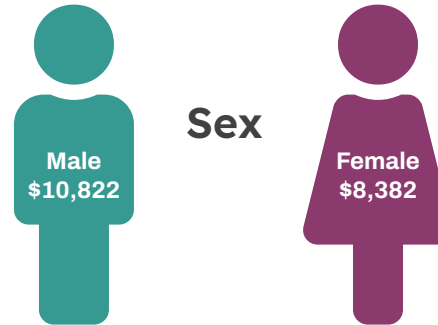
\$5,910

White

\$7,710

More Than One Race

\$5,350



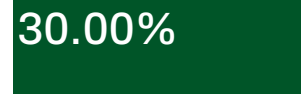
Employment Barrier	
Displaced Homemaker	\$8,046
ELL, Low Levels of Literacy, Cultural Barriers	\$9,130
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$6,458
Ex-offenders	\$8,832
Homeless Individuals/Runaway Youth	\$5,858
Long-term Unemployed (27 or More Consecutive Weeks)	\$7,387
Low-Income Individuals	\$8,417
Migrant and Seasonal Farmworkers	\$8,829
Individuals with Disabilities (Including Youth)	\$6,031
Single Parents (Including Single Pregnant Women)	\$9,034
Youth in Foster Care or Aged Out of the System	\$5,262

Performance Indicator | Credential Attainment Rate

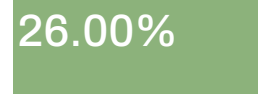
Title II Adult Education Program

Race/Ethnicity

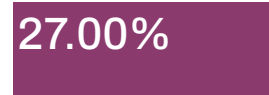
American Indian/Alaska Native



Asian



Black/African American



Hispanic/Latino



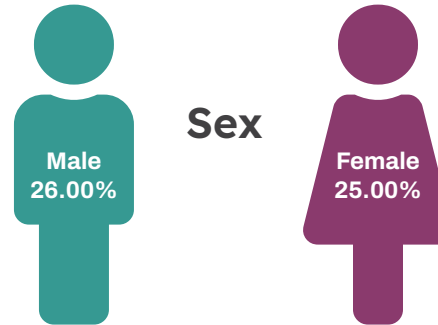
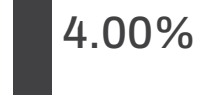
Native Hawaiian/Pacific Islander



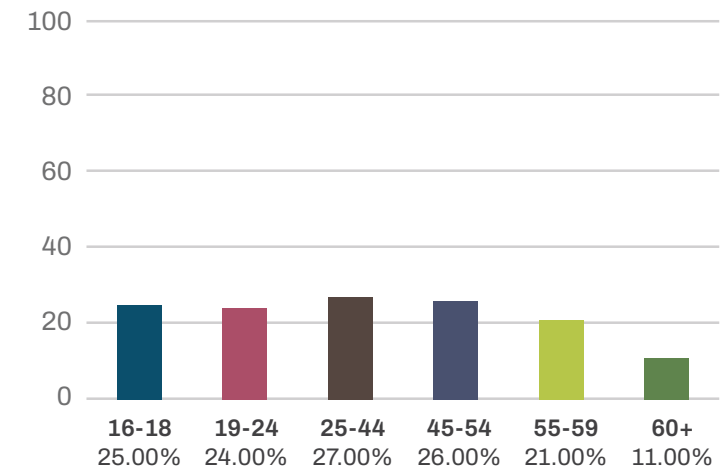
White



More Than One Race



Age



Employment Barrier	
Displaced Homemaker	23.00%
ELL, Low Levels of Literacy, Cultural Barriers	25.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	32.00%
Ex-offenders	23.00%
Homeless Individuals/Runaway Youth	30.00%
Long-term Unemployed (27 or More Consecutive Weeks)	21.00%
Low-Income Individuals	25.00%
Migrant and Seasonal Farmworkers	40.00%
Individuals with Disabilities (Including Youth)	23.00%
Single Parents (Including Single Pregnant Women)	24.00%
Youth in Foster Care or Aged Out of the System	24.00%

Performance Indicator | Measurable Skill Gain

Title II Adult Education Program

Race/Ethnicity

American Indian/Alaska Native

45.00%

Asian

57.00%

Black/African American

52.00%

Hispanic/Latino

54.00%

Native Hawaiian/Pacific Islander

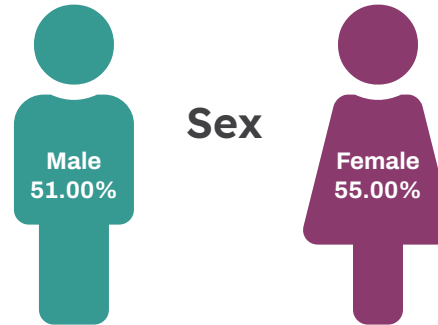
41.00%

White

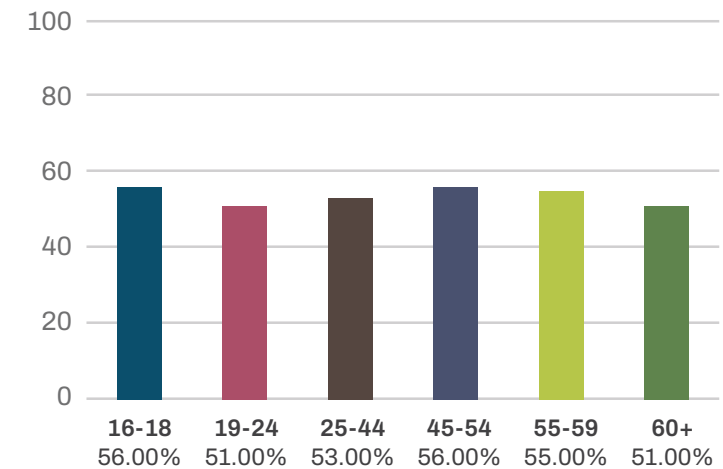
55.00%

More Than One Race

56.00%



Age



Employment Barrier	
Displaced Homemaker	56.00%
ELL, Low Levels of Literacy, Cultural Barriers	54.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	45.00%
Ex-offenders	44.00%
Homeless Individuals/Runaway Youth	43.00%
Long-term Unemployed (27 or More Consecutive Weeks)	52.00%
Low-Income Individuals	53.00%
Migrant and Seasonal Farmworkers	49.00%
Individuals with Disabilities (Including Youth)	53.00%
Single Parents (Including Single Pregnant Women)	49.00%
Youth in Foster Care or Aged Out of the System	49.00%

Local Area Recognition & Success Story

Title II Adult Education Program

Wildland Firefighter Training through Gilbert Adult Education — Building a Stronger Workforce

For Francisco, becoming a firefighter for the City of Douglas was more than a career goal—it was a calling deeply rooted in family and service. The Gilbert Adult Education Program has proudly partnered with the Arizona Department of Forestry and Fire Management (AZDFFM) to provide training and certification for wildland firefighters—a critical step in supporting an industry that relies on a steady pipeline of skilled, well-prepared professionals. This collaboration strengthens Arizona’s emergency response capabilities while simultaneously opening doors for adult learners to pursue meaningful, high-impact careers in public safety and environmental stewardship.

By building a foundation rooted in collaboration, recognition, practical learning, and community engagement, the Gilbert Adult Education Program has created an environment where students not only gain valuable skills—but also feel empowered, inspired, and connected to a greater purpose.

The 2025 Wildland Firefighter graduates are a powerful example of how Gilbert Adult Education delivers tailored workplace literacy support specifically designed to meet the needs of Arizona’s wildland firefighting community. Their success highlights the program’s commitment to equipping learners with the skills, confidence, and credentials needed to thrive in essential, high-demand careers.

A group of people in a meeting, with a woman in the foreground smiling and looking at a document. The image is overlaid with a semi-transparent orange filter. The text is centered and reads:

Title III The Wagner-Peyser Employment Service Program

Data Informed Narrative | Program Year 2024

Title III The Wagner-Peyser Employment Service Program

During Program Year (PY) 2024, the Title III Wagner-Peyser Employment Service Program served **54,936 participants**, all of whom received career services designed to improve employment readiness, access to training, and connections to sustainable work. Of those served, **48,688 participants exited services** during the program year, representing one of the largest participant cohorts in recent years, however, there was only **3.6% of participants co-enrolled** in more than one core program (Youth, Adult, Dislocated Worker). The system maintained strong cost efficiency, with an **average cost per participant of \$278**, ensuring broad service reach while maintaining fiscal responsibility with plenty of opportunity to expand on the support services available to participants co-enrolled in more than one core program.

Employment outcomes demonstrated steady performance across all primary indicators, closely tracking negotiated targets. The **Q2 employment rate** reached **62.7%**, slightly below the negotiated goal of 63% but exceeding the prior year's certified performance of 60.3%. The **Q4 employment rate** remained stable at **58.1%**, reflecting a modest decline of 1.1 percentage points from PY2023 (59.2%) while maintaining strong year-over-year consistency in participant job retention. This indicates a need to further strengthen long-term employment stability, even as early employment gains—particularly in Q2—continue to

improve year over year. Median earnings improved notably to **\$8,750**, surpassing both the prior year's figure (\$8,398) and the negotiated goal (\$8,175), reflecting progress in job quality and wage growth among program participants and consideration of the need to negotiate lower than the performance in the prior year. New data collection efforts also captured job retention and employer stability metrics, revealing that **61.1% of participants** were employed with the same employer in both the second and fourth quarters after exit—an encouraging early indicator of employment continuity and workforce stability.

Performance among key demographic groups reflected both strong participation and equitable service outcomes by race, ethnicity, and sex revealed areas of both achievement and opportunity. **Hispanic/Latino participants** achieved the highest Q2 and Q4 employment rates at **65.8%** and **62.9%**, respectively, with **White participants** showing the highest median earnings at **\$9,172**. **Asian participants** also demonstrated strong outcomes with the highest median quarterly earnings of **\$11,540**, suggesting effective alignment between participant skillsets and labor market opportunities. By gender, **female participants** outperformed males in both employment and retention, achieving **65.8% Q2** and **63.2% Q4** employment rates compared to **60.3% and 54.4%** for males. Median earnings for female participants

were **\$8310** while males earned **\$9179** and although females achieved stronger employment and retention outcomes than males, the earnings gap likely reflects differences in the types of jobs or industries entered and an opportunity for shifting both males and females toward higher-wage sectors where they are currently underrepresented through data informed targeted strategies.

Age-based outcomes followed expected labor market trends, with participants aged **25–44** and **45–54** showing the strongest overall performance—posting median earnings of **\$8,982** and **\$9,342**, respectively, and maintaining consistent employment retention above 60%. Younger participants (ages 16–24) demonstrated strong engagement but lower wage outcomes, underscoring the importance of continued investment in early career development, work-based learning, and postsecondary transitions.

Participants with barriers to employment represented the system’s commitment to equitable access. Several subgroups demonstrated notable resilience and progress. **Migrant and Seasonal Farmworkers** achieved the highest outcomes among all barrier categories, with **68.1% Q2** and **66.3% Q4 employment rates**, showing effective targeting and service delivery for this population. **Single parents** also achieved strong results (**64.5% Q2, 60.4% Q4**), demonstrating the value of integrated support strategies.

However, several groups faced persistent challenges. **Ex-offenders (47.5% Q2, 41.6% Q4)**, **homeless individuals (46.6% Q2, 41.0% Q4)**, and the **long-term unemployed (44.3% Q2, 40.2% Q4)** experienced the **lowest employment outcomes** across all categories, **indicating continued need for intensive reentry, housing, and stabilization supports**. Similarly, individuals with disabilities (48.8% Q2, 45.3% Q4) and **youth in foster care (46.8% Q2)** warrant continued focus through partnerships that integrate wraparound and supportive services.

Overall, PY2024 results reflect a system maintaining strong service reach and cost efficiency while achieving steady gains in earnings and employment stability. Continued emphasis on improving training-to-employment alignment, supporting multiple-barrier populations, and promoting equitable outcomes across demographic groups will sustain system progress and enhance overall workforce readiness in the coming program year.

Program Performance | Program Year 2024

Title III The Wagner-Peyser Employment Service Program



54,936

TOTAL PARTICIPANTS SERVED by workforce development programs

Career Services

54,936 Participants



48,688

Participants Exited

\$278

Cost Per Participant

Primary Indicators

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit	60.30%	63.00%	62.70%
Employment Rate 4th Quarter after Exit	59.20%	57.80%	58.10%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	61.13%
Median Earnings 2nd Quarter after Exit	\$8,398	\$8,175	\$8,750

Program Performance | Program Year 2024

Title III The Wagner-Peyser Employment Service Program

Program Levels of Performance with Respect to Individuals with Barriers to Employment and Disaggregated by Race/Ethnicity, Sex and Age.



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title III The Wagner-Peyser Employment Service Program

Race/Ethnicity

American Indian/Alaska Native

61.00%

Asian

61.60%

Black/African American

62.10%

Hispanic/Latino

65.80%

Native Hawaiian/Pacific Islander

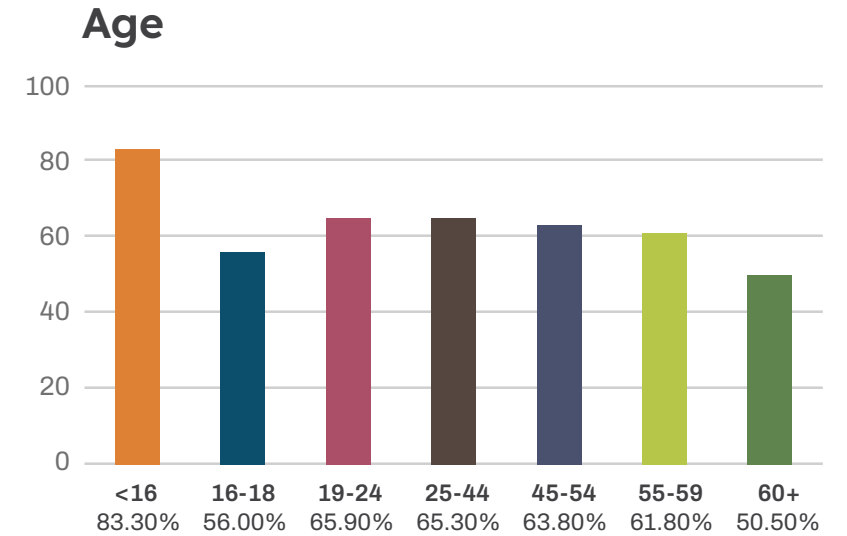
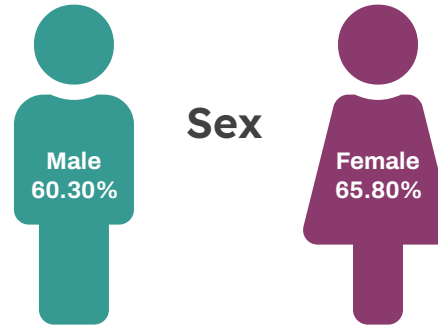
63.10%

White

63.10%

More Than One Race

57.40%



Employment Barrier	
Displaced Homemaker	60.00%
ELL, Low Levels of Literacy, Cultural Barriers	63.10%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	64.10%
Ex-offenders	47.50%
Homeless Individuals/Runaway Youth	46.60%
Long-term Unemployed (27 or More Consecutive Weeks)	44.30%
Low-Income Individuals	56.80%
Migrant and Seasonal Farmworkers	68.10%
Individuals with Disabilities (Including Youth)	48.80%
Single Parents (Including Single Pregnant Women)	64.50%
Youth in Foster Care or Aged Out of the System	46.80%

Performance Indicator | Employment Rate 4th Quarter after Exit

Title III The Wagner-Peyser Employment Service Program

Race/Ethnicity

American Indian/Alaska Native

56.30%

Asian

60.00%

Black/African American

55.80%

Hispanic/Latino

62.90%

Native Hawaiian/Pacific Islander

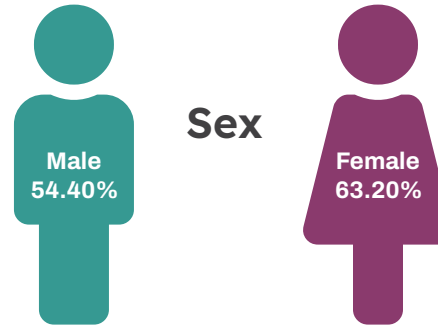
55.10%

White

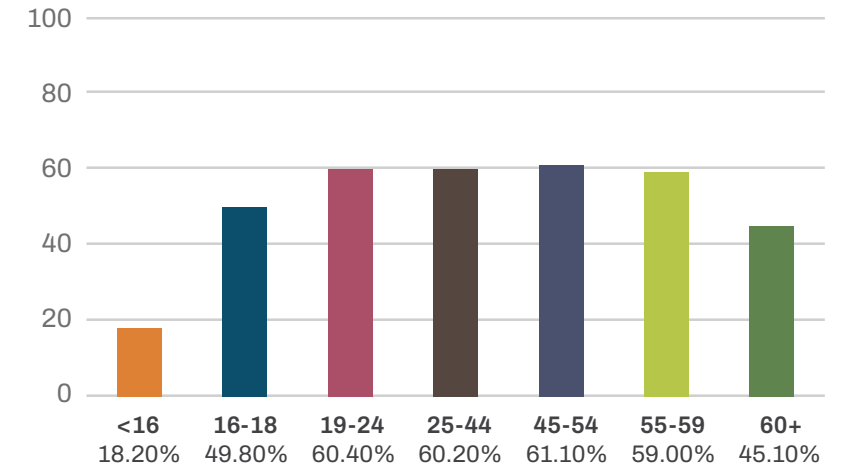
58.50%

More Than One Race

45.80%



Age



Employment Barrier	
Displaced Homemaker	49.50%
ELL, Low Levels of Literacy, Cultural Barriers	61.50%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	45.20%
Ex-offenders	41.60%
Homeless Individuals/Runaway Youth	41.00%
Long-term Unemployed (27 or More Consecutive Weeks)	40.20%
Low-Income Individuals	51.70%
Migrant and Seasonal Farmworkers	66.30%
Individuals with Disabilities (Including Youth)	45.30%
Single Parents (Including Single Pregnant Women)	60.40%
Youth in Foster Care or Aged Out of the System	44.10%

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title III The Wagner-Peyser Employment Service Program

Race/Ethnicity

American Indian/Alaska Native

\$8,103

Asian

\$11,540

Black/African American

\$8,276

Hispanic/Latino

\$8,328

Native Hawaiian/Pacific Islander

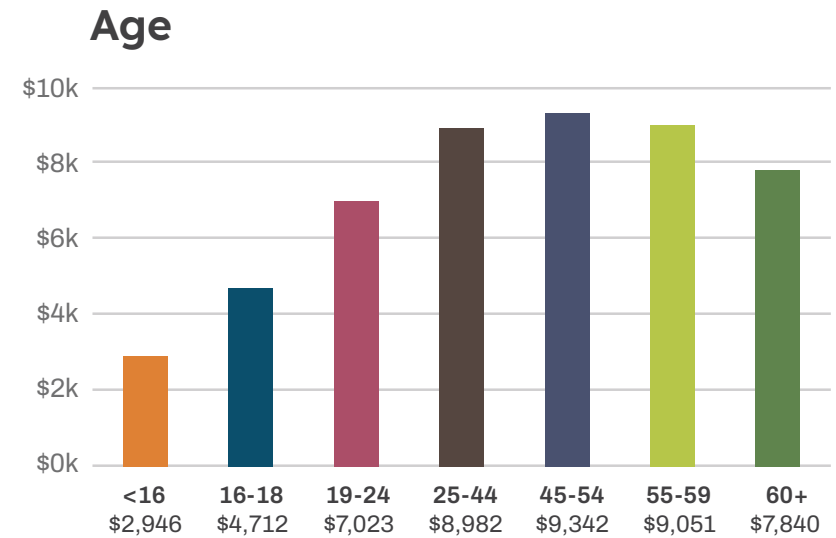
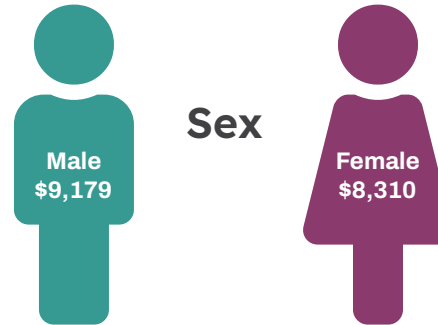
\$8,832

White

\$9,172

More Than One Race

\$6,331



Employment Barrier	
Displaced Homemaker	\$7,323
ELL, Low Levels of Literacy, Cultural Barriers	\$7,475
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$7,649
Ex-offenders	\$7,385
Homeless Individuals/Runaway Youth	\$6,619
Long-term Unemployed (27 or More Consecutive Weeks)	\$7,278
Low-Income Individuals	\$7,602
Migrant and Seasonal Farmworkers	\$7,192
Individuals with Disabilities (Including Youth)	\$8,259
Single Parents (Including Single Pregnant Women)	\$8,268
Youth in Foster Care or Aged Out of the System	\$4,129

Local Area Recognition & Success Story

Title III The Wagner-Peyser Employment Service Program

The Workforce Arizona Council would like to extend recognition to Southeastern Arizona (SEAZ) for its outstanding Wagner-Peyser Employment Service Program which achieved a 67.44% Employment Rate for Q2 and Q4 with the Same Employer. This milestone underscores SEAZ's vital role in helping single parents overcome barriers, achieve financial stability, and create better futures for their families through meaningful employment.

Francisco — Honoring a Father's Legacy and Igniting a Lifelong Dream

For Francisco, becoming a firefighter for the City of Douglas was more than a career goal—it was a calling deeply rooted in family and service. Growing up in Douglas as the oldest of four children, Francisco was raised by his single mother after the passing of his father, who proudly served as a firefighter for the city for 11 years. Determined to follow in his father's footsteps, Francisco turned to ARIZONA@WORK and the Workforce Innovation and Opportunity Act (WIOA) program for guidance and support.

Through the dedication of his career advisor, Ana, Francisco gained a clear roadmap toward achieving his dream. The program provided financial assistance for school and transportation, covering classes held in Sierra Vista and ensuring he had the resources needed to stay on track. More than that, the team offered steady encouragement and an open door whenever he needed advice or support.

With perseverance and the backing of the WIOA program, Francisco accomplished his lifelong goal—earning his place as a firefighter for the City of Douglas. Today, he proudly serves the same community where he was raised, carrying forward his father's legacy with honor and gratitude. "My greatest accomplishment has to be my career as a firefighter," he shares. "I love what I do, and I'm glad I'm able to get paid for it."

Francisco's journey is a powerful testament to what happens when ambition meets opportunity—a story of resilience, family, and the unwavering spirit of service that continues to keep Douglas safe and strong.

A photograph of a person in a wheelchair sitting at a desk, working on a laptop. The person is wearing a light-colored long-sleeved shirt. The desk is cluttered with papers and a small potted plant. Other people are visible in the background, also working at desks. The entire image has a warm, orange-tinted overlay.

Title IV **The Vocational Rehabilitation Program**

Data Informed Narrative | Program Year 2024

Title IV The Vocational Rehabilitation Program

During Program Year (PY) 2024, the Title IV Vocational Rehabilitation Program served **13,741 participants**, providing both career and training services designed to expand employment opportunities, support skill advancement, and promote self-sufficiency. Since PY 2022 the performance achieved in PY 2024 is reflective of actual growth showing that both scale and investment have grown, not merely maintained. Of the participants served during PY 2024, **12,663 individuals received career services** and **5,456 participated in training programs**, representing a substantial investment in skill development and job readiness. A total of **3,922 participants exited** from both service streams this program year.

The system maintained a strong commitment to both access and quality, with **\$22.8 million** expended on career services and **\$38.4 million** on training activities. The **average cost per career services participant was \$1,796.89**, while the **average cost per training participant was \$7,034.94**, for a combined **average cost of \$4,449.21 per participant receiving both career and training services**. Notably, **33% of training participants** obtained employment in a field related to their training—an important outcome indicator of program alignment with labor market demand. Performance on the primary indicators of employment and skill

attainment reflected both progress and areas for targeted improvement. The **Q2 employment rate** stood at **49.0%**, consistent with the negotiated target, while the **Q4 employment rate** reached **47.2%**, surpassing the negotiated goal (42.7%) but declined over the prior year's certified rate of 49.6%. Median earnings increased modestly to **\$5,103**, slightly below the negotiated goal (\$5,200) but showing continued wage recovery relative to prior years. Encouragingly, **76.2% of participants retained employment with the same employer** between the second and fourth quarters after exit—an indicator of job stability and sustained placement quality.

Skill-based outcomes reflected challenges in credential completion and measurable skill gains. The **credential attainment rate** was **28.4%**, slightly below the negotiated level of 30%, while the **Measurable Skill Gains (MSGs)** rate of **27.4%** also fell short of the target (37%). The dip in PY24 skills gain reflects the challenge of maintaining PY23's peak for a credential attainment (34.4%) while scaling services to a much larger participant population. Still outcomes remain well above the credential attainment baseline in PY22 (23.4%). These trends indicate a need for continued investment in training supports, enhanced participant follow-

up, and stronger employer partnerships to ensure credentials translate directly to job placement and advancement opportunities. Performance varied across demographic groups. **Hispanic/Latino participants** achieved the highest overall employment outcomes (Q2: **52.2%**, Q4: **50.4%**) with a median earning level of **\$5,384**, outperforming most peer groups. **White participants** also maintained solid results with **48.6% Q2** and **45.9% Q4** employment, while **American Indian/Alaska Native participants** demonstrated higher-than-average earnings at **\$6,299** despite modest employment rates. By gender, outcomes were relatively balanced—**males achieved a 48.4% Q2 employment rate**, and **females slightly outperformed at 49.7%**.

Participants aged **19–24** and **25–44** had the strongest participation rates, though their earnings (\$4,040 and \$5,722, respectively) remained below mid-career averages. Participants aged **45–59** reported the highest median earnings—ranging from **\$6,920 to \$7,550**—reflecting experience-based wage advantages, though employment rates declined with age. Older workers aged **60+** faced the lowest outcomes (31.3% Q2 employment), indicating barriers to reemployment that may require targeted supports such as employer incentives or retraining pathways. Among individuals with barriers

to employment, several subgroups demonstrated resilience and progress despite systemic challenges. **Single parents** achieved the highest Q2 employment rate (**54.6%**) and strong median earnings (**\$6,230**), reflecting the effectiveness of integrated service strategies combining workforce support with childcare and income stability programs. Similarly, **individuals with disabilities** matched the systemwide median earnings and achieved competitive employment rates (49.0% Q2, 47.2% Q4). In contrast, **ex-offenders, homeless individuals**, and the **long-term unemployed** continued to face significant challenges, with Q2 employment outcomes ranging from **34% to 42%**, underscoring the need for sustained reentry and wraparound support services. While PY2024 results indicate that the system continues to provide broad access and maintain fiscal accountability, the data highlight opportunities for strengthening training effectiveness and credential attainment. Targeted strategies that deepen employer partnerships, the development of **accessible curriculums** which provide access to industry-recognized credential pathways, and integrate supportive services for populations with disabilities will be essential to driving improvement in upcoming program years.

Program Performance | Program Year 2024

Title IV The Vocational Rehabilitation Program



13,741

TOTAL PARTICIPANTS SERVED

3,922 PARTICIPANTS
Exited From Career and Training Services

\$4,449 AVERAGE COST
Per Career and Training Service Participant

Career Services 12,663 Participants



3,775
Participants Exited

\$1,796.89
Cost Per Participant

\$22,754,023.74
Funds Expended in PY24

Training Services 5,456 Participants



1,850
Participants Exited

\$7,034.94
Cost Per Training Participant

\$38,382,633.10
Funds Expended in PY24



Program Performance | Primary Indicators

Title IV The Vocational Rehabilitation Program

Primary Indicator Description	PY23 Certified Performance Rate	PY24 Negotiated Performance Rate for Workforce Activities	PY24 Actual Performance Rate for Workforce Activities
Employment Rate 2nd Quarter after Exit	53.00%	49.00%	49.00%
Employment Rate 4th Quarter after Exit	49.60%	42.70%	47.20%
Employment Rate 2nd and 4th Quarter After Exit with the Same Employer	N/A	N/A	76.23%
Median Earnings 2nd Quarter after Exit	\$4,706.00	\$5,200.00	\$5,103.00
Credential Attainment Rate for the Program Year	34.40%	30.00%	28.40%
Measurable Skill Gain for the Program Year	25.30%	37.00%	27.40%

Program Performance | Program Year 2024

Title IV The Vocational Rehabilitation Program

Program Levels of Performance with Respect to Individuals with Barriers to Employment and Disaggregated by Race/Ethnicity, Sex and Age.



Performance Indicator | Employment Rate 2nd Quarter after Exit

Title IV The Vocational Rehabilitation Program

Race/Ethnicity

American Indian/Alaska Native

48.40%

Asian

51.10%

Black/African American

46.10%

Hispanic/Latino

52.20%

Native Hawaiian/Pacific Islander

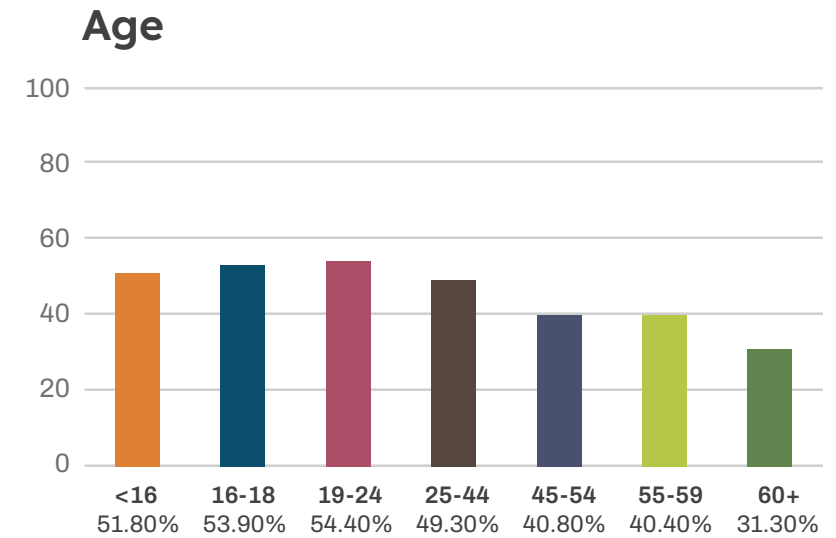
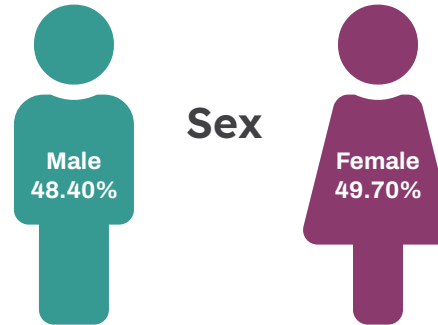
50.00%

White

48.60%

More Than One Race

45.90%



Employment Barrier	
Displaced Homemaker	20.70%
ELL, Low Levels of Literacy, Cultural Barriers	49.00%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	34.50%
Ex-offenders	39.30%
Homeless Individuals/Runaway Youth	34.10%
Long-term Unemployed (27 or More Consecutive Weeks)	42.10%
Low-Income Individuals	44.80%
Migrant and Seasonal Farmworkers	33.30%
Individuals with Disabilities (Including Youth)	49.00%
Single Parents (Including Single Pregnant Women)	54.60%
Youth in Foster Care or Aged Out of the System	43.30%

Performance Indicator | Employment Rate 4th Quarter after Exit

Title IV The Vocational Rehabilitation Program

Race/Ethnicity

American Indian/Alaska Native

44.40%

Asian

52.60%

Black/African American

46.10%

Hispanic/Latino

50.40%

Native Hawaiian/Pacific Islander

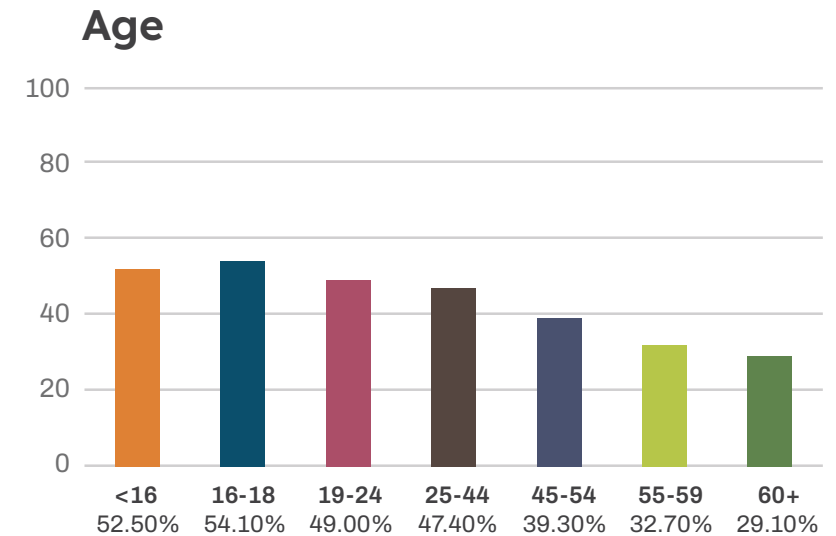
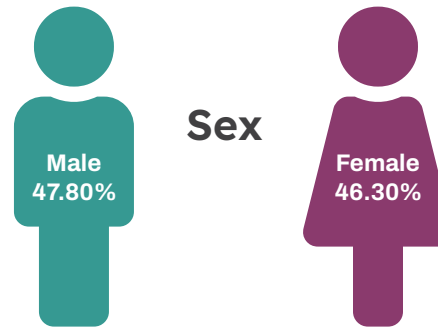
43.80%

White

45.90%

More Than One Race

40.40%

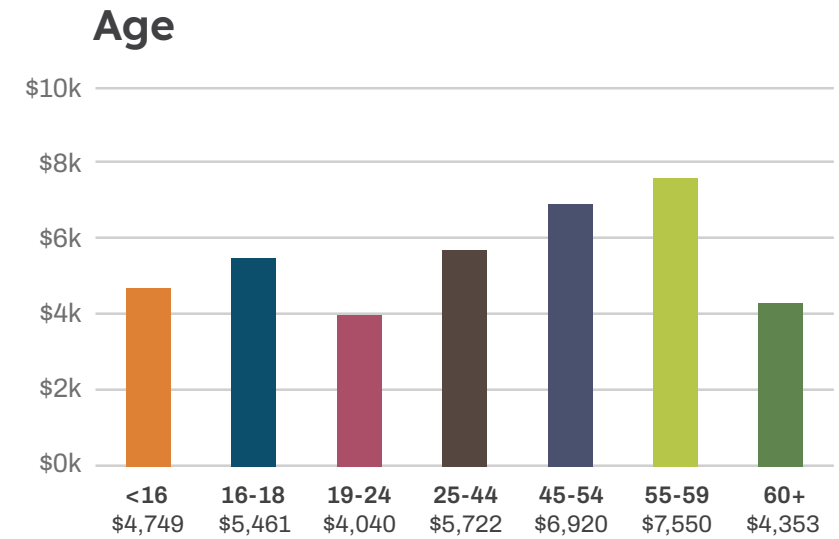
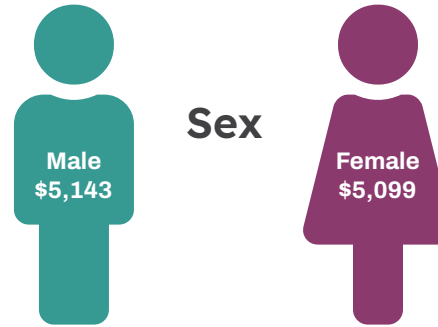
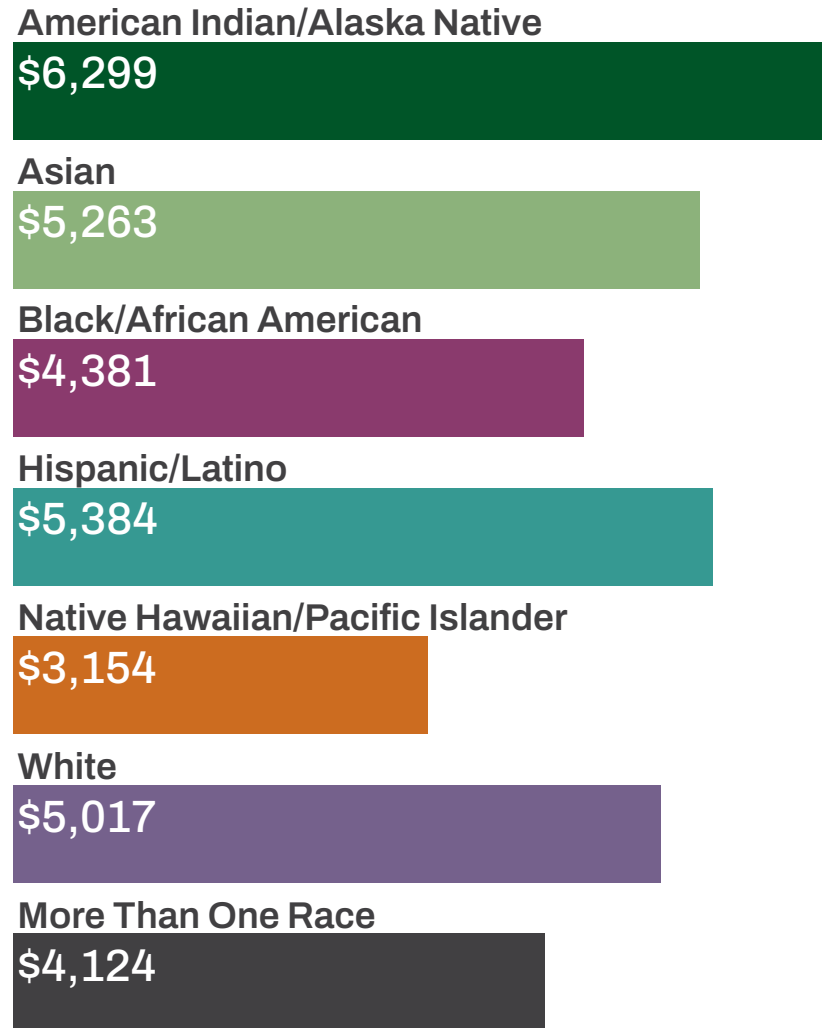


Employment Barrier	
Displaced Homemaker	37.80%
ELL, Low Levels of Literacy, Cultural Barriers	49.70%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	50.00%
Ex-offenders	35.30%
Homeless Individuals/Runaway Youth	31.70%
Long-term Unemployed (27 or More Consecutive Weeks)	40.80%
Low-Income Individuals	42.60%
Migrant and Seasonal Farmworkers	50.00%
Individuals with Disabilities (Including Youth)	47.20%
Single Parents (Including Single Pregnant Women)	50.30%
Youth in Foster Care or Aged Out of the System	37.20%

Performance Indicator | Median Earnings 2nd Quarter after Exit

Title IV The Vocational Rehabilitation Program

Race/Ethnicity



Employment Barrier	
Displaced Homemaker	\$5,310
ELL, Low Levels of Literacy, Cultural Barriers	\$4,746
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	\$5,308
Ex-offenders	\$6,365
Homeless Individuals/Runaway Youth	\$5,025
Long-term Unemployed (27 or More Consecutive Weeks)	\$4,770
Low-Income Individuals	\$4,816
Migrant and Seasonal Farmworkers	\$6,103
Individuals with Disabilities (Including Youth)	\$5,103
Single Parents (Including Single Pregnant Women)	\$6,230
Youth in Foster Care or Aged Out of the System	\$1,682

Performance Indicator | Credential Attainment Rate

Title IV The Vocational Rehabilitation Program

Race/Ethnicity

American Indian/Alaska Native

25.80%

Asian

17.80%

Black/African American

26.60%

Hispanic/Latino

30.20%

Native Hawaiian/Pacific Islander

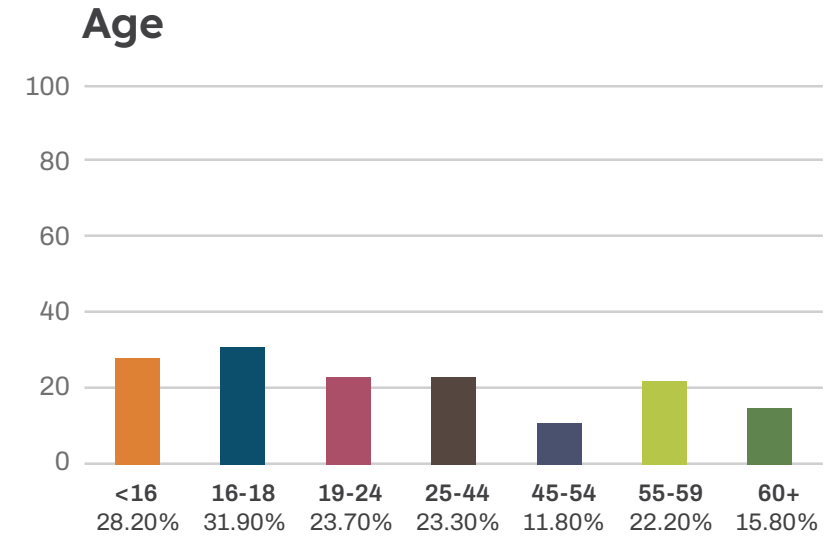
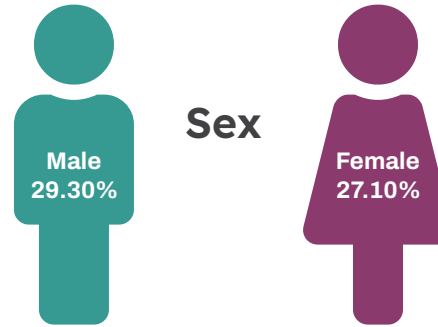
27.30%

White

28.60%

More Than One Race

17.60%



Employment Barrier	
Displaced Homemaker	9.10%
ELL, Low Levels of Literacy, Cultural Barriers	27.60%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	42.90%
Ex-offenders	16.70%
Homeless Individuals/Runaway Youth	30.00%
Long-term Unemployed (27 or More Consecutive Weeks)	28.30%
Low-Income Individuals	21.50%
Migrant and Seasonal Farmworkers	0.00%
Individuals with Disabilities (Including Youth)	28.40%
Single Parents (Including Single Pregnant Women)	33.30%
Youth in Foster Care or Aged Out of the System	22.60%

Performance Indicator | Measurable Skill Gain

Title IV The Vocational Rehabilitation Program

Race/Ethnicity

American Indian/Alaska Native

35.20%

Asian

26.10%

Black/African American

26.90%

Hispanic/Latino

30.00%

Native Hawaiian/Pacific Islander

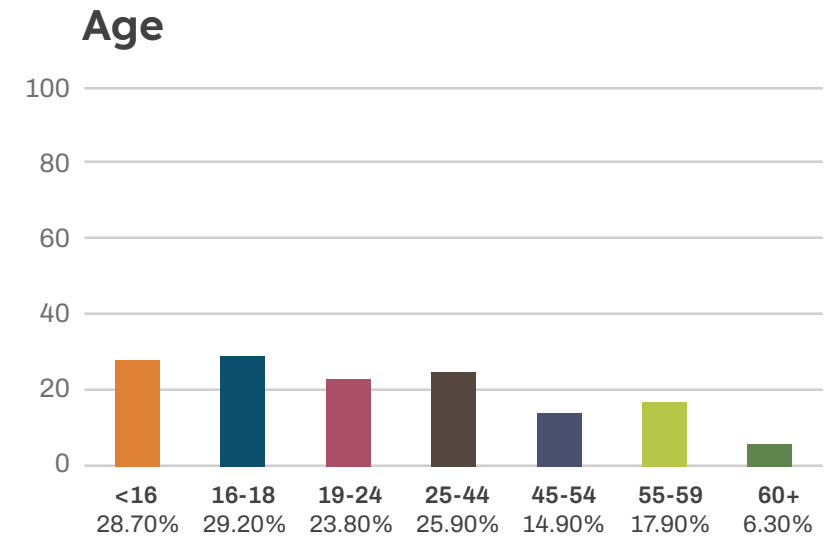
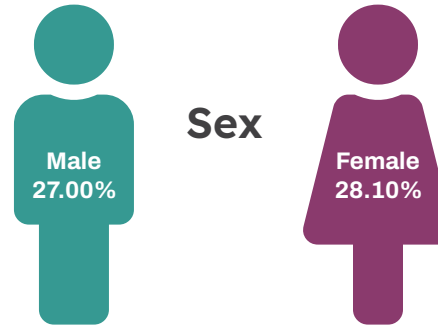
28.90%

White

26.70%

More Than One Race

29.50%



Employment Barrier	
Displaced Homemaker	33.30%
ELL, Low Levels of Literacy, Cultural Barriers	25.50%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	8.70%
Ex-offenders	23.80%
Homeless Individuals/Runaway Youth	11.50%
Long-term Unemployed (27 or More Consecutive Weeks)	24.50%
Low-Income Individuals	25.50%
Migrant and Seasonal Farmworkers	0.00%
Individuals with Disabilities (Including Youth)	27.40%
Single Parents (Including Single Pregnant Women)	28.10%
Youth in Foster Care or Aged Out of the System	21.60%

Local Area Recognition & Success Story

Title IV The Vocational Rehabilitation Program

The Workforce Arizona Council proudly recognizes Title IV – Vocational Rehabilitation Program, achieving a 76.23% employment rate for Q2 and Q4 with the same employer, demonstrating exceptional effectiveness in supporting participants into sustained employment.

Terrian Thomas — Rebuilding Life with Purpose and Possibility

At 43, Terrian Thomas is a man whose spirit can light up any room. Whether he’s hiking, dancing, or playing basketball, his energy is contagious. But behind his vibrant smile lies a story of profound resilience, transformation, and the power of a community that believes in rebuilding lives with purpose.

After surviving a devastating car accident, Terrian was left with a traumatic brain injury and a rare condition called CSF rhinorrhea—a spinal fluid leak that caused chronic health challenges and made it nearly impossible to hold steady employment. As medical complications mounted, stability slipped away, and Terrian eventually found himself homeless and searching for hope.

That hope arrived when he connected with ARIZONA@WORK’s Vocational Rehabilitation (VR) Program, where he met his counselor, Charity Kerr. Together, they began rebuilding not only his career path but his confidence. Through Job Development and Readiness Services, Terrian secured work in medical transportation at an assisted living facility—a role that perfectly matched his caring nature and commitment to helping others.

ARIZONA@WORK’s integrated support system didn’t stop there. With guidance from Charity and his job coach, Alisha, Terrian accessed housing, food, and education resources, creating the foundation for lasting self-sufficiency. Even when learning new computer skills felt overwhelming, he persisted—especially after a successful surgery restored much of his physical strength and focus.

Today, Terrian’s employer praises his dependability, compassion, and work ethic. He is now pursuing certification as a Nursing Assistant, determined to keep growing in a field that gives his work deeper meaning. Living independently in an RV surrounded by family and filled with purpose, Terrian embodies what it means to overcome adversity through determination, opportunity, and support.

“To anyone who’s experienced trauma,” Terrian says, “stay strong, stay focused, and don’t give up. You can rebuild your life.”

Terrian’s journey is more than a success story—it’s a testament to the transformative impact of the Vocational Rehabilitation program and the unwavering power of human resilience.

A group of business professionals in a meeting. In the foreground, a man with a beard and mustache, wearing a blue suit and a patterned tie, is smiling and looking towards the camera. He is holding a black folder. Behind him, several other people are seated, looking at documents or laptops. The background features a large window with a grid pattern, letting in bright light. An orange horizontal band is overlaid across the middle of the image, containing the text.

ARIZONA COMMUNITY COLLEGES

Arizona Community Colleges



Across **10 community college districts**, more than 304,000 workforce and occupational courses were started, serving the equivalent of over 35,000 full-time students focused exclusively on career and technical pathways. This demonstrates strong engagement from both students and institutions in meeting the state's workforce needs.



304,023

Workforce/Occupational Courses Taken



35,295.41

Workforce/Occupational Credit-earning completers

Additionally, community colleges offered 408 Eligible Training Provider List (ETPL) workforce programs, with 331 completed, resulting in an impressive 85% completion rate for Title I-B training programs. These figures indicate that community colleges not only provide broad access to workforce education but also deliver it with high success and completion outcomes making them a critical driver of Arizona's skilled talent pipeline and economic competitiveness.



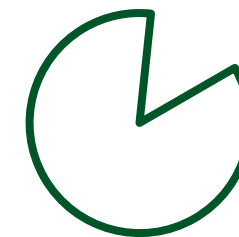
408

Eligible Training Provider Programs Taken



331

Eligible Training Provider Programs Credited



85%

Average Completion Rate



GOVERNOR'S WORKFORCE

TALENT
READY 
CABINET

Talent Ready AZ



Talent Ready AZ is a workforce and education initiative that is working to achieve the Governor’s vision of an Arizona for everyone by providing Arizonans access to education and training that lead to good-paying jobs. Talent Ready AZ is working to create education and training opportunities into high-demand and high-growth industries that are shaping the future economy of the state.

The Talent Ready AZ initiative includes a number of efforts to coordinate the state’s workforce assets, to build strong relationships with industry and higher education, and to support students and adults seeking education and training to obtain jobs in these industries.



Governor Katie Hobbs meets with construction and building trades apprentices as part of the BuildItAZ Apprenticeship Initiative.

Creating the Governor's Talent Ready AZ Workforce Cabinet

Executive Order 2024-04 established the Talent Ready AZ Initiative to target key industries and meet the needs of Arizona's growing economy, with a goal of creating at least 400,000 jobs by 2030. Target sectors include advanced manufacturing, clean energy, and healthcare. The initiative also aims to address longstanding inequities faced by populations that have been traditionally underserved—such as Tribal communities and justice-impacted individuals.



State agency leaders join Governor Hobbs and members of her policy staff for first Workforce Cabinet meeting in November 2024.

Talent Ready AZ Workforce Cabinet Membership

Agencies, offices, commissions, and employees shall be members and designate a liaison to the Workforce Cabinet:

- ✦ Arizona Office of Economic Opportunity
- ✦ Arizona Commerce Authority
- ✦ Arizona Department of Economic Security
- ✦ Arizona Health Care Cost Containment System
- ✦ Arizona Department of Health Services
- ✦ Arizona Department of Homeland Security
- ✦ Industrial Commission of Arizona
- ✦ Arizona Registrar of Contractors
- ✦ Arizona Department of Transportation
- ✦ Arizona Office of Tourism
- ✦ Arizona State Broadband Office, under the Arizona Commerce Authority
- ✦ Governor's Office of Resiliency
- ✦ Arizona Department of Corrections, Rehabilitation & Reentry
- ✦ Arizona Department of Veterans' Services
- ✦ Governor's Office on Tribal Relations
- ✦ Governor's Office of Youth, Faith and Family
- ✦ Governor's Office of African-American Affairs
- ✦ Governor's Office of Opportunity and Impact

Other State Agencies, offices, commissions, and employees may be added, as deemed necessary and appropriate by the Governor.

Target Industries

- ✦ Advanced manufacturing
- ✦ Construction trades
- ✦ Clean Energy jobs
- ✦ Aerospace & Defense
- ✦ Healthcare
- ✦ Cybersecurity
- ✦ Broadband, Telecommunications, & IT
- ✦ Early Childhood Education & Child Care

Talent Ready AZ Workforce Cabinet Goals

State agencies workforce goals are aligned to advance the Governor’s Talent Ready AZ goals.

Arizona Office of Economic Opportunity

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

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

Strengthen Arizona's workforce: Publish 15 workforce evaluation reports by 2029.

Arizona Department of Corrections, Rehabilitation & Reentry

Improve the day to day operations by reducing vacancies 15% of Correctional Officers positions as of June 2029, through organizational cultural changes.

Arizona Commerce Authority

Attract and grow business in Arizona creating 100,000 projected new jobs by June 2029.

Arizona Department of Homeland Security

Cyber Readiness and Prevention: To address the gap of cybersecurity professionals, AZDOHS will establish, in partnership with community colleges, five (5) Regional Security Operations Centers by June 2029.

Industrial Commission of Arizona

By June 2029, ICA will have developed, distributed, analyzed and revised Heat Guidance for Arizona employers.

Decrease Workplace Fatalities 10% by June 2029.

Decrease Workplace Injuries 5% by June 2029.

Arizona Registrar of Contractors

By 2029, increase the number of new licensees from rural/tribal communities by 10%.

Arizona Department of Economic Security

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.

Arizona Department of Health Services

Arizona State Hospital (ASH): ADHS will achieve a teaching hospital designation from the Centers for Medicare & Medicaid Services (CMS), by June 30, 2029.

Talent Ready AZ Initiatives

+ Bright Futures AZ - Child Care Initiative

Increasing access and affordability of child care and early learning opportunities to boost economic stability - enabling Arizona families to work and to prepare the future workforce.

+ The Governor's Workforce Cabinet

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

+ Arizona Community College Workforce Scholarship

Starting in April 2024, provided scholarships for 6,200 Arizonans to earn a credential, degree or build advanced skills in high-growth, high-demand fields.

+ Tribal College Education & Workforce Scholarship Program

Provides support to thousands of Tribal college students to earn a credential, degree or advanced skills that lead to good jobs to foster stronger economic development in Tribal communities.

+ Future48 Workforce Accelerators

Led by the Arizona Commerce Authority, in partnership with community colleges and industry, to fund physical infrastructure and business partnerships in local critical industries such as advanced manufacturing, semiconductors, battery manufacturing, aerospace and defense and more.



Governor Hobbs visited a Phoenix child care center to discuss the progress made by multiple state agencies to increase affordability and accessibility of childcare in 2024-2025 in support of the Governor's Bright Futures initiative.



Arizona's Reentry 2030 initiative charts a comprehensive course to reduce recidivism, expand opportunity, and strengthen public safety and includes goals for expanding workforce training and credentialing.

Talent Ready AZ Initiatives

+ BuildItAZ Apprenticeship Initiative

Led by the Arizona Office of Economic Opportunity to address the growing demand for skilled workers by supporting earn-while-you-learn construction career pathways that connect job seekers with real opportunities in the trades through registered apprenticeship programs.

+ Ready Tech Go

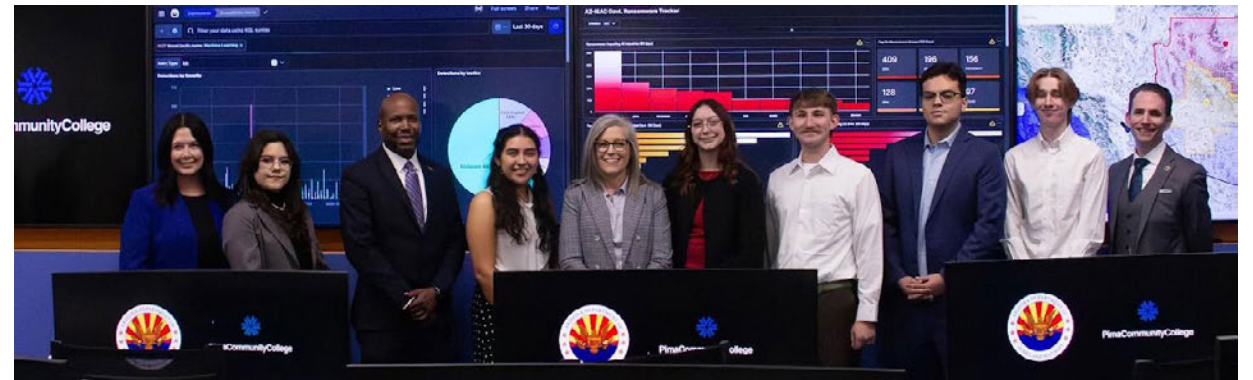
Supported by the Arizona Office of Economic Opportunity, a growing network of community colleges focused on training students for in-demand careers in advanced manufacturing through a shared curriculum and unified outreach campaign.

+ Arizona Apprenticeship Week

Annual event to recognize registered apprenticeships across all industries as high quality career pathways that are a job from day one with mentorship and career advancement.



In April 2025, Governor announced an additional \$3 million investment to support more construction and trades registered apprentices across Arizona.



Governor Katie Hobbs joined leaders from the Office of Homeland Security, Pima Community College, and the University of Arizona to highlight Arizona's first student-led Regional Security Operations Center, which gives students hands-on experience protecting communities across the state and trains the next generation of cybersecurity professionals.



Governor Hobbs and state agency leaders having roundtable discussion with cybersecurity apprentices.