



Innovative Workforce Solutions

**WORKFORCE ARIZONA COUNCIL
Q1 Executive Committee Meeting**

Thursday, February 12th, 2026 | 1:00 pm – 3:00 pm

Virtual Meeting:

<https://us02web.zoom.us/j/82228161039?pwd=RxabjwrHX1sod6sMmXUd5k0roNgMDr.1>

Meeting ID: 822 2816 1039 **Passcode:** 520469

1. **Welcome & Call to Order, Chair Mark Gaspers** (2 minutes)
2. **Roll Call, Giselle Retana** (2 minutes)
3. **Call to the Public, Chair Mark Gaspers** (3 minutes per person)
4. **Approval of Minutes, Chair Mark Gaspers** (5 minutes)
 - a. Q3 August 14th, 2025 Executive Committee Meeting
 - b. Q4 November 12th, 2025 Executive Committee Meeting
5. **2025 Recertification Updates, Patrick Brown**, (5 minutes)
 - a. Coconino County
 - b. Northeastern Arizona
 - c. Arizona Tribal Workforce Development Board
6. **State Plan Modification Update, Vote, Patrick Brown** (10 minutes)
7. **Coconino County Local Workforce Development Board Report Update, Patrick Brown** (5 minutes)
8. **Workgroup Updates, Janice Garza** (12 minutes)
 - a. Continuous Improvement
 - i. Eligible Training Provider List (ETPL) Policy, **Vote**
 - b. Training Effectiveness
 - c. Increasing Apprentices
9. **WAC Election Procedures, Director Foote** (5 minutes)
10. **2026 Workforce Arizona Council Retreat Update, Patrick Brown** (5 minutes)
11. **Agency Updates:**
 - a. **OEO: Director Mary Foote** (20 minutes)
 - i. New OEO Staff
 - ii. 2026 Arizona Workforce Summit Update
 - iii. Rural Healthcare Transformation Program (RHTP)
 - iv. Latest AZ Employment Report, Doug Walls
 - b. **DES: DERS Assistant Director, Anna Hunter** (15 minutes)
 - i. Workforce Innovation and Opportunity Act (WIOA) Waiver Information
12. **Title Partner Updates** (15 minutes)
 - a. Title IB and Title III, Matthew Smith
 - b. Title II, Beverly Wilson
 - c. Title IV, Kristen Mackey
13. **Adjournment, Chair Mark Gaspers** (2 minutes)

Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council and to the general public that the Council will hold a meeting open to the public, on Thursday, February 12th, 2026 at 1:00-3:00pm. via Zoom.

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

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

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



OFFICE OF
ECONOMIC
OPPORTUNITY

Workforce Arizona Council Meeting

Executive Committee
February 12, 2026

Welcome & Call to Order

Mark Gaspers, Chair



Roll Call

Giselle Retana, Workforce Arizona Council
Administrative Coordinator



Call to the Public

Mark Gaspers, Chair



Approval of Minutes

- Q3 August 14, 2025 Executive Committee Meeting
- Q4 November 12, 2025 Executive Committee Meeting

Mark Gaspers, Chair



2025 LWDB Recertification Updates

Patrick Brown, Workforce Council Administrator



LWDB Recertification Overview

Purpose & Importance

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

Scope

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

Key Policy & Compliance Requirements

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



2025 LWDB Recertification

Northeastern Arizona Workforce Development Board

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

Coconino County Workforce Development Board

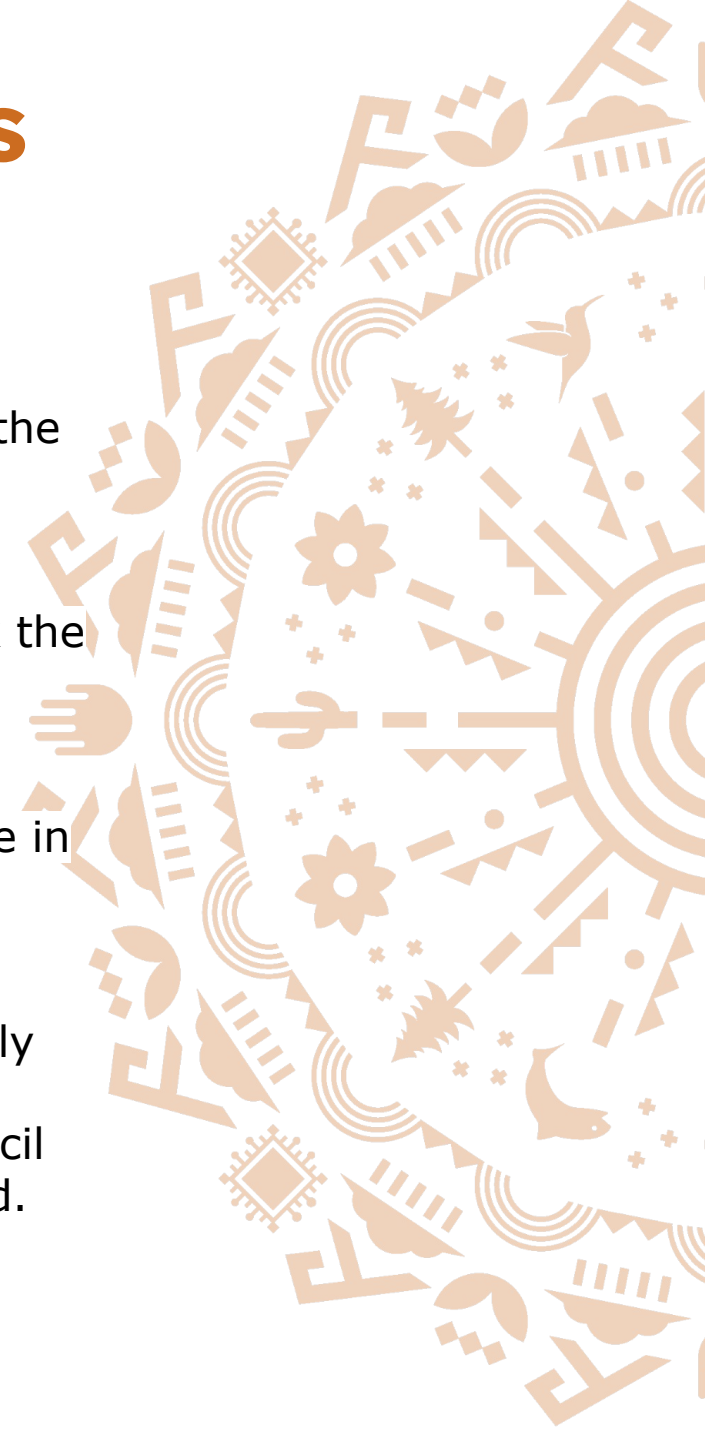
- Compliance Report
 - Local Workforce Director hiring is moving forward with a timeline of April-May
 - Recent updates to board leadership and executive staffing
- Recertification
 - SGA/bylaws are still in revision with edits still pending.
 - Q1 is no longer feasible; target shifts to Q2.



2025 LWDB Recertification Updates

Arizona Tribal Workforce Area

- **Primary certification driver:** The group has reached consensus to rewrite the IGA as a “fiscal-agent only” agreement (2–4 pages), limited to the seven fiscal-agent duties in 20 CFR 679.420 plus required boilerplate. All non-fiscal responsibilities (vision/mission, procurement detail, operations, etc.) will be moved to the Consortium Agreement, ISA, board policies, and SOPs to break the current “circular drafting loop.”
- **Key milestone + governance progress:** Job Center Certification was approved on November 21. Shared governance and consortia agreements are in active collection—some have been received, and the remaining tribes are in internal review, with follow-ups underway to close the gap.
- **Next steps / timeline:** Bring OEO fiscal-agent staff into drafting immediately and schedule a focused drafting session. Produce and circulate the shortened IGA draft for comment, then route the final version for tribal leadership/council review and AG review in late Q1/early Q2, once consensus language is locked.



State Plan Modification

Patrick Brown, Workforce Council Administrator



WIOA Unified Plan Modification

Purpose and Scope

This work plan is a step-by-step outline for producing Arizona's required two-year modification of the WIOA State Plan, with a WIOA Unified submission due **March 3, 2026**.

Compliance Anchors

- States must submit a two-year modification of the WIOA Unified State Plan; normal submission deadline is March 3, 2026 (TEGL 07-25, p. 1-2) - *Note: DES is requesting a submission extension of April 30, 2026*
- By February 02, 2026, the Governor's Office must submit a designee letter/email identifying the official plan submitter (TEGL 07-25, p. 8) - SUBMISSION SENT
- State Plan modifications must provide an opportunity for public comment and input, including accessible engagement approaches (TEGL 07-25, p. 6-7).
- Modifications must identify expected performance levels for PY 2026 and PY 2027, then update with negotiated levels before approval (TEGL 07-25, p. 10-11).
- Use the OMB-approved ICR structure (Strategic Elements, Operational Elements, Coordination, Assurances, Program-specific requirements) as the organizing framework (WIOA Unified/Combined State Plan ICR 1205-0522, p. 2, 4).

WIOA Unified Plan Modification

Governance Roles, and operating cadence

- **Executive Sponsor:** Governor's Office + Workforce Arizona Council (WAC) Chair, Superintendent of Public Instruction
- **Project Director:** Office of Economic Opportunity (Workforce Council Staff)
- **Section Leads:** WIOA Title I-B (ADES), Title II (ADE Adult Education), Title III (ADES Employment Services), Title IV (ADES RSA)
- **LMI / Data Lead:** OEO LMI + State Demographer
- **Performance/Accountability Lead:** OEO/ADES performance teams
- **Public Comment Lead:** OEO comms + WAC staff

Meeting Cadence

- Weekly Update Meeting - Governance Leads
- 48-hour turnaround rule for section edits during February

WIOA Unified Plan Modification

The workstreams below maps to the ICR structure and address identified gaps in the current Arizona plan (e.g., an unfinished Executive Summary, updated LMI Data) and narratives framing Arizona WIOA State Plan PY 2024-2027.

Key Milestones

MILESTONE	TARGET DATE	CITATION
Governor's designee letter/email submitted	2/2/2026 - submitted	TEGL 07-25, p. 8
Full draft compiled	2/21/2026	
Public comment complete + responses finalized	2/26/2026	TEGL 07-25, p. 6-7
WAC approval complete	2/27/2026*	
Submission to State Plan Portal	3/3/2026	TEGL 07-25, p. 1-2

WIOA Unified Plan Modification

Recommendation to Council

- Workforce Arizona Council to reserve **Friday, February 27th** for a special session to review and approve the 2026 WIOA Arizona State Plan Modification.

Coconino County Local Workforce Development Board Report Update

Patrick Brown, Workforce Council Administrator



Coconino County Local Workforce Development Board Report

Progress Update:

- **Attorney General review:** The Attorney General's Office has requested additional time to complete its review of the report.
- **Next briefing:** The report will be placed on the agenda for discussion and action at the next Executive Committee meeting.
- **Ongoing support:** Workforce Arizona Council staff will continue providing technical assistance to Coconino County while the review is pending, and will align next steps with the final report and any resulting guidance.

Workgroup Updates

Janice Garza, Workforce Policy Manager



Continuous Improvement Workgroup

Meeting Date: 1/22/26

- **WAC Policy 15- Strategic Recapture and Reinvestment Policy**
 - Concluded ongoing discussions from Q2 of 2025,
 - The Workgroup established respective roles and responsibilities and four requirements to develop a draft policy on 1/22/26
 - A draft policy was released for a public comment period between 1/28-2/10
 - Additional workgroup input was also provided
 - Upon further review of the public comment and additional workgroup input, the policy will be revised and prepared for an executive committee review and vote for approval in Q2 2026.
- Vice Chair Walters, workgroup Executive Sponsor, will provide a full update to include details on the policy projects during the next Full Council meeting

Continuous Improvement Workgroup

- **WAC ETPL Policy Revision - Vice Chair Walters/Executive Sponsor**
 - Three provisions added to the policy in preparation of Workforce Pell/Short term Pell to minimize any potential risk, waste, or abuse from “pop up” training programs
 - Initial Eligibility
 1. Added Training Quality Requirements
 - a. Minimum Operational History Requirement
 - b. Recognized Credential Within Six Months of Completion
 - c. Stackable Credential Requirement
 2. Continued Eligibility
 - a. Demonstrated Compliance
- Stakeholder Public Comments
 - ETPL Draft Policy was released for a public comment period between 1/28-2/10

Action Item: Do I have a motion to approve the recommended Eligible Training Provider List Policy to the Full Council? Do I have a second? All those in favor say aye?

Training Effectiveness Workgroup

Meeting Date: 12/16/25

- Workgroup Engagement
 - Training Provider Webinar - 2026 Evaluation of ARIZONA@WORK Title I Adult Training Programs
 - LWDB Webinar - 2026 Evaluation of ARIZONA@WORK Title I Adult Training Programs
 - LWDB Survey Response Engagement Work Plan Discussion for Q1

Q1 Strategy	Survey Response	Purpose
Education & Outreach to Job Seekers	#1: ASSIST WITH EDUCATION AND OUTREACH STRATEGY TO PROMOTE HIT PROGRAMS TO JOB SEEKERS	Build awareness; prepare job seekers
HIT Data Analysis & Dashboard Training	#10: ASSIST WITH HIT PROGRAM DATA ANALYSIS / DASHBOARD TRAINING	Shared understanding of HIT data
One-Stop Referral Process Improvement	#2: ASSIST WITH IMPROVING OR IMPLEMENTING THE REFERRAL PROCESS THROUGH ON-STOP PROVIDER	Improve participant entry points

- Kristen Mackey, the workgroup Executive Sponsor will provide a full update to include details on the project status during the next Full Council meeting

Increasing Apprentices Workgroup

Meeting Date: 1/28/26

- Updates
 - Reviewed progress on apprenticeship expansion efforts.
 - Discussed barriers, promising practices, and funding alignment.
 - Identified next steps to support local areas and statewide strategy.
 - Start Preparing for future recommendations to the Workforce Arizona Council (WAC) because the Council goal and workgroup purpose has been met

- Dennis Anthony, the workgroup Executive Sponsor, will provide a full update to include details on the workgroup projects during the next Full Council meeting

WAC Elections Procedures

Mary Foote, OEO Director



Election Procedures

- The Vice Chair and Second Vice Chair serve three-year terms.
- Both officers must be current Council Members representing business or an organization.
- Elections for Vice Chair and Second Vice Chair coincide with the Governor's Chair selection.
- Upon conclusion of the Vice Chair and Second Vice Chair's terms, an election will be held at the first full Council meeting of that year.
- The newly selected Chair and newly elected Vice Chair and Second Vice Chair will assume their respective positions effective at the next full council meeting.
- An email communication was sent out today to submit a recommendation for the Chair selection and a nomination for the Vice Chair and Second Vice Chair.
 - DUE: March 2, 2026, COB.

Election Procedures: Chair Recommendation

- COMMITMENT EXPECTATION
 - Up to 5 days of travel per year
 - Minimum 30 hours annually, including:
 - 4 Full Council meetings
 - 4 Executive Committee meetings
 - Monthly coordination with workforce staff
 - Additional meetings, speaking engagements, or briefings as needed
- LEADERSHIP ROLE
 - Lead state, regional, and local workforce partners
 - Strengthen workforce system capacity and performance
 - Align and improve workforce program outcomes and investments
 - Promote economic growth statewide
- STRATEGIC ALIGNMENT
 - Engage business, education, labor, and economic development partners
 - Support implementation of the State Plan
 - Advance Arizona's workforce vision under WIOA
- FINAL SELECTION
 - Governor selects the WAC Chair from the recommendation list
 - Term: 2026–2029

2026 Workforce Arizona Council Retreat

Patrick Brown, Workforce Council Administrator



2026 Workforce Arizona Council Retreat

- **When:** Friday, Feb 20 - 8:30am to 1pm
- **Where:** 1400 W Washington Street, Phoenix, AZ 85007 (Office of Economic Opportunity)
- **Facilitator:** Ken Mall, Managing Partner, Innovative Learning Solutions (20+ years workforce leadership; national training standards + labor/management projects)
- **Purpose:**
 - Reaffirm and align: Confirm the Council's WIOA role and unify members around a shared identity and purpose.
 - Enhance Operations: Strengthen governance, decision-making, and participation expectations to become more employer-driven and outcomes-focused.
 - Set direction: Identify 2026–2028 high-impact strategic priorities and actionable next steps.

Agency Updates





OFFICE OF ECONOMIC OPPORTUNITY

OEO Updates: Director Mary Foote

- New OEO Staff
- 2026 Arizona Workforce Summit
- Rural Healthcare Transformation Program (RHTP)
- Latest AZ Employment Report, Doug Walls

Welcome: New OEO Staff!



Katie Belous
Workforce Sector Strategies
Administrator
Office of Economic Opportunity



Dante Mitchell
Chief Government &
Community Affairs Liaison
Office of Economic
Opportunity

2026 Arizona Workforce Summit



Mark Your Calendar

- **Date Confirmed:** June 9-10, 2026
- **Location Confirmed:** Mesa Convention Center
- **Call for Proposals:** Form online now
 - Criteria - Interactive Breakout Sessions
- **Seeking Sponsorships - Various Levels Available:**
 - Reception - Day 1
 - *Champions of the Workforce Awards Luncheon* - Day 2
- **Awards: Nomination Process Coming Soon**





Rural Health Transformation Program

Arizona's RHTP Initiatives

Arizona is focusing on 4 initiatives to address the key challenges related to access to healthcare in rural communities

Rural Health Workforce Development and Training Program

Making Rural Healthcare Accessible

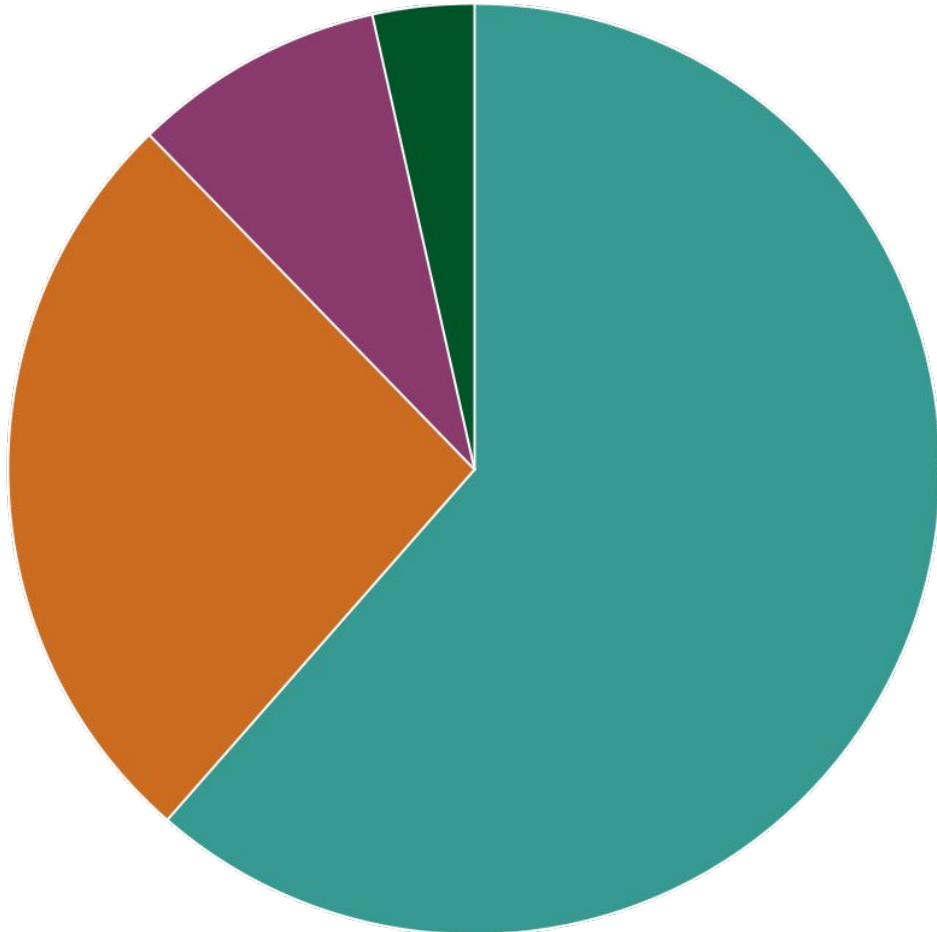
Priority Health Initiatives Grants Portfolio

Making Rural Healthcare Resilient

Rural Health Workforce Development and Training Program



Workforce Budget



Activities

- Rural Education and Training Expansion (68%)
- Financial Incentives for Rural Practice (17%)
- Provider Upskilling & Residency Support, Training Capacity Grants (11%)
- Arizona Healthcare Workforce Project and Rural Innovation Learning Network (4%)

Activities

Rural Education and Training Expansion

By prioritizing rural learners and difficult-to-fill specialties, education and training providers will receive funds to increase capacity, introduce new programs, and strengthen enrollment pipelines.

Financial Incentives for Rural Practice

Learners and professionals who commit to at least 5 years of rural service will be eligible for a limited allotment of subsidies and incentives.



Activities

Provider
Upskilling &
Residency
Support, Training
Capacity Grants

Funds specialized training and wellbeing programs for rural health professionals and offers micro-grants to clinics and hospitals to expand clinical training capacity and retention.

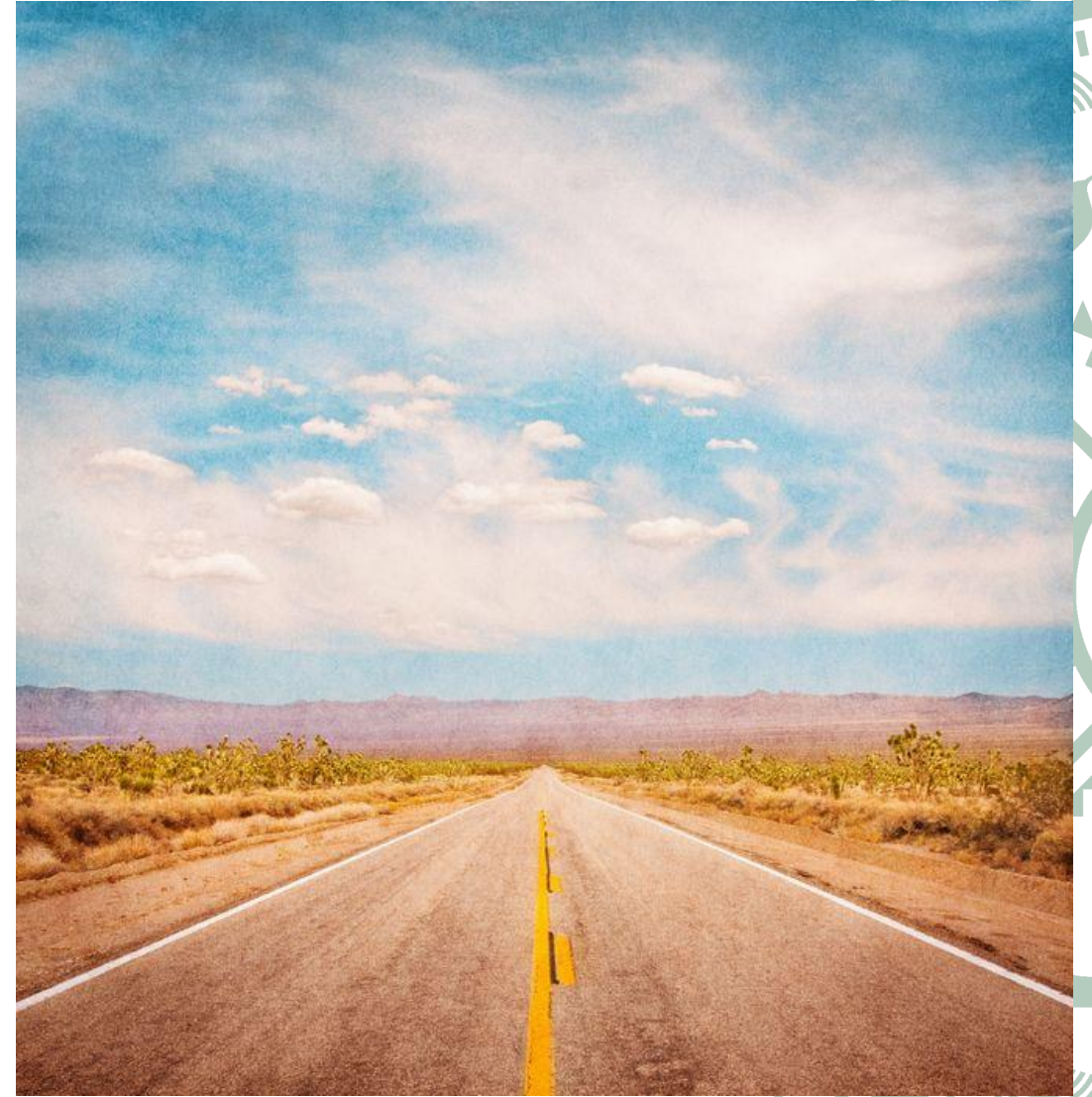
Arizona
Healthcare
Workforce
Project and Rural
Innovation
Learning
Network

Establishes a coordinated office at OEO to oversee long-term strategic planning and accelerate enrollment in rural workforce training programs through cross-sector partnerships.



Expected Outcomes

- Increased rural health workforce pipeline
- Increased rural clinician retention
- Increased training rates
- Expanded access to care
- Model successful approaches to healthcare workforce innovation



Program Timeline

STAGE 0

Nov 2025–Jan 2026

Project plan developed by existing OEO staff.

STAGE 1

Jan 2026–April 2026

Staff hired; work on contract amendment and recruitment strategies will be underway.

STAGE 2

April 2026–July 2026

Original project plan refined and adjusted.

Program Timeline

STAGE 3

July 2026–Dec 2026

Contracts executed. Conduct comprehensive baseline assessments. Metrics identified and tracking initiates.

STAGE 4

Dec 2026–Jan 2027

All program elements implemented. Reporting on the first cohort of program participants begins.

STAGE 5

January 2027– Closeout

Initiative fully implemented in 2027. Measurable outcomes reported in 2027–onward Program Sustainability Plan & Implementation begins.

Latest AZ Employment Report

Doug Walls, Labor Market Information Director

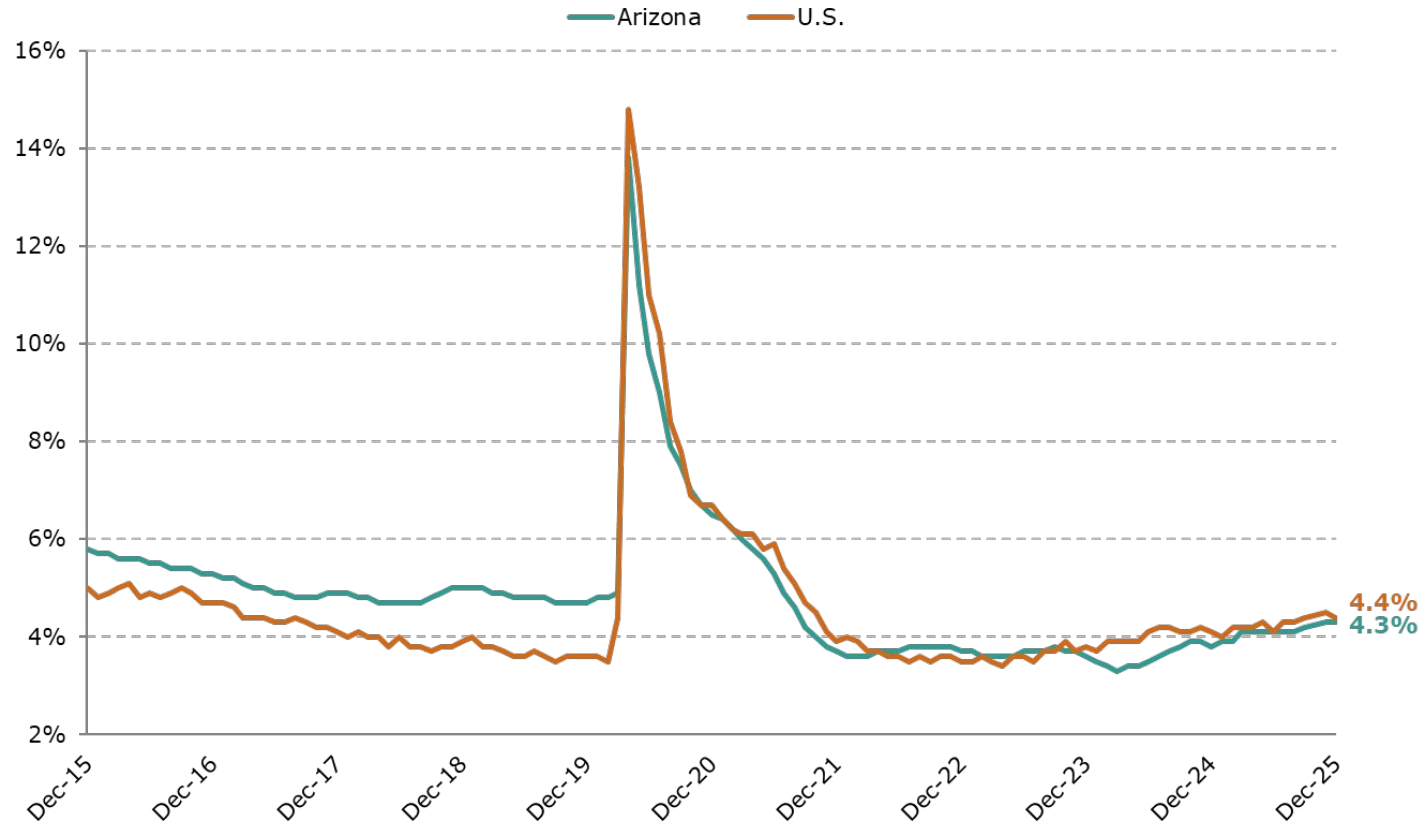


DECEMBER 2025 EMPLOYMENT REPORT HIGHLIGHTS

- Over-the-month, Arizona not-seasonally adjusted (NSA) total nonfarm employment increased by 6,500 jobs (0.2%)
- The Arizona seasonally adjusted (SA) unemployment rate remained at 4.3% in December 2025 from November 2025
- The U.S. SA unemployment rate decreased to 4.4% in December 2025 from 4.5% in November 2025
- The Arizona SA labor force increased by 9,539 individuals month-over-month
- Over-the-year, Arizona NSA nonfarm employment increased by 24,600 jobs (0.7%)

U.S. AND ARIZONA UNEMPLOYMENT RATES

Seasonally Adjusted, Rounded to Nearest Hundred



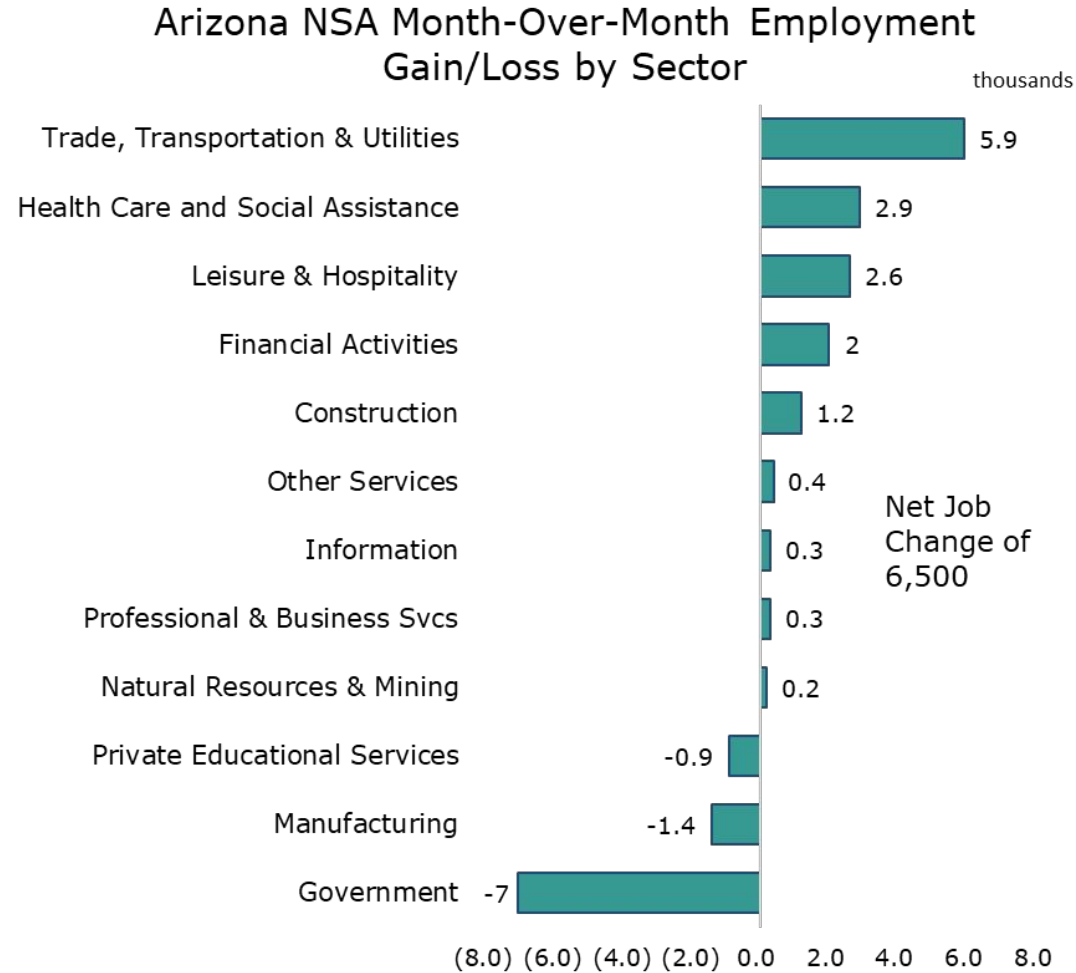
PERIOD	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
Dec-25	3,853,100	3,685,900	167,200	4.3%
OTM CHANGE	9,500	7,700	1,800	0.0
OTY CHANGE	92,900	70,100	22,700	0.5

Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS.
October 2025 entry not included due to data unavailability



MONTH-OVER-MONTH EMPLOYMENT CHANGE

Not Seasonally Adjusted, December 2025

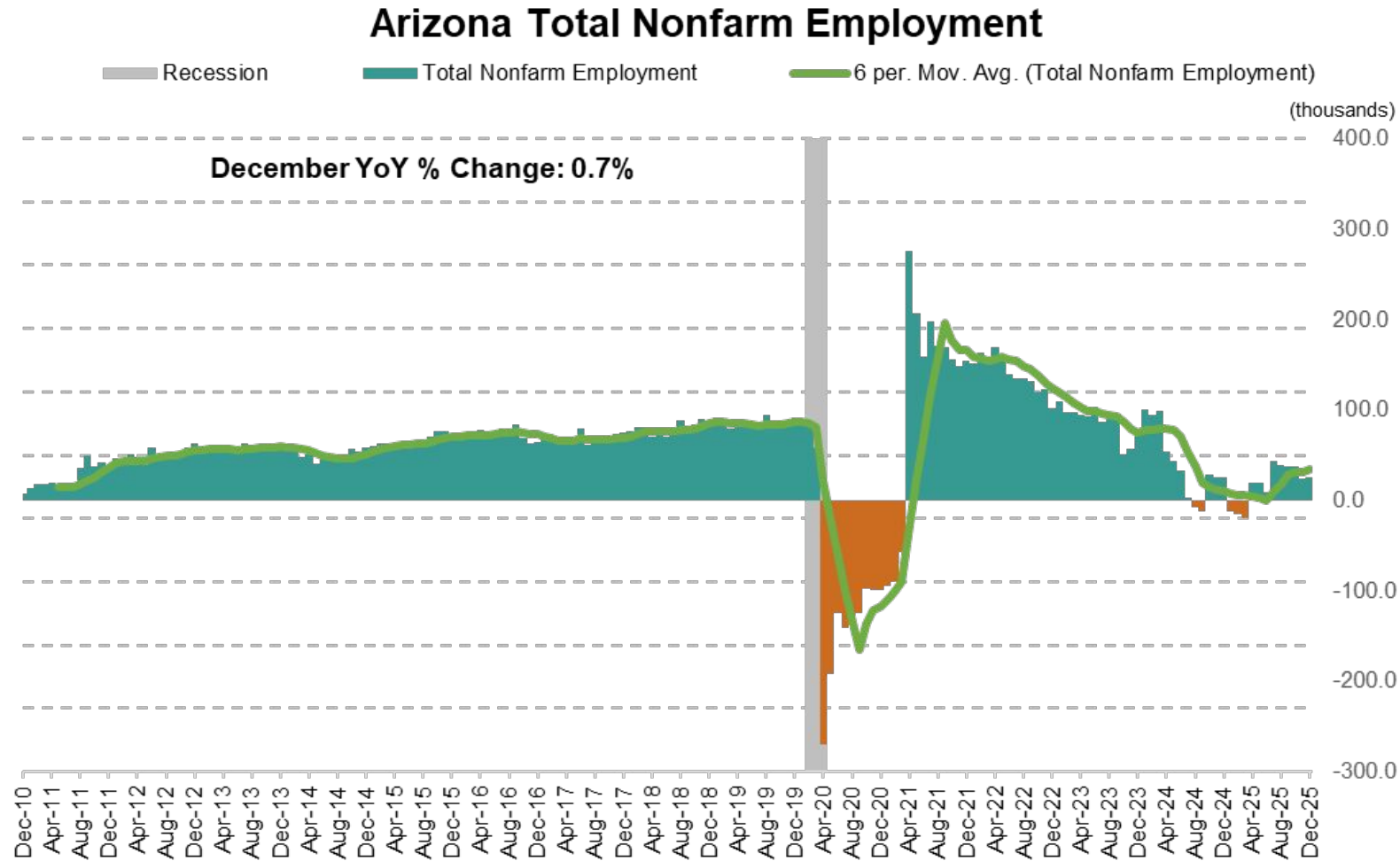


Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS



YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted



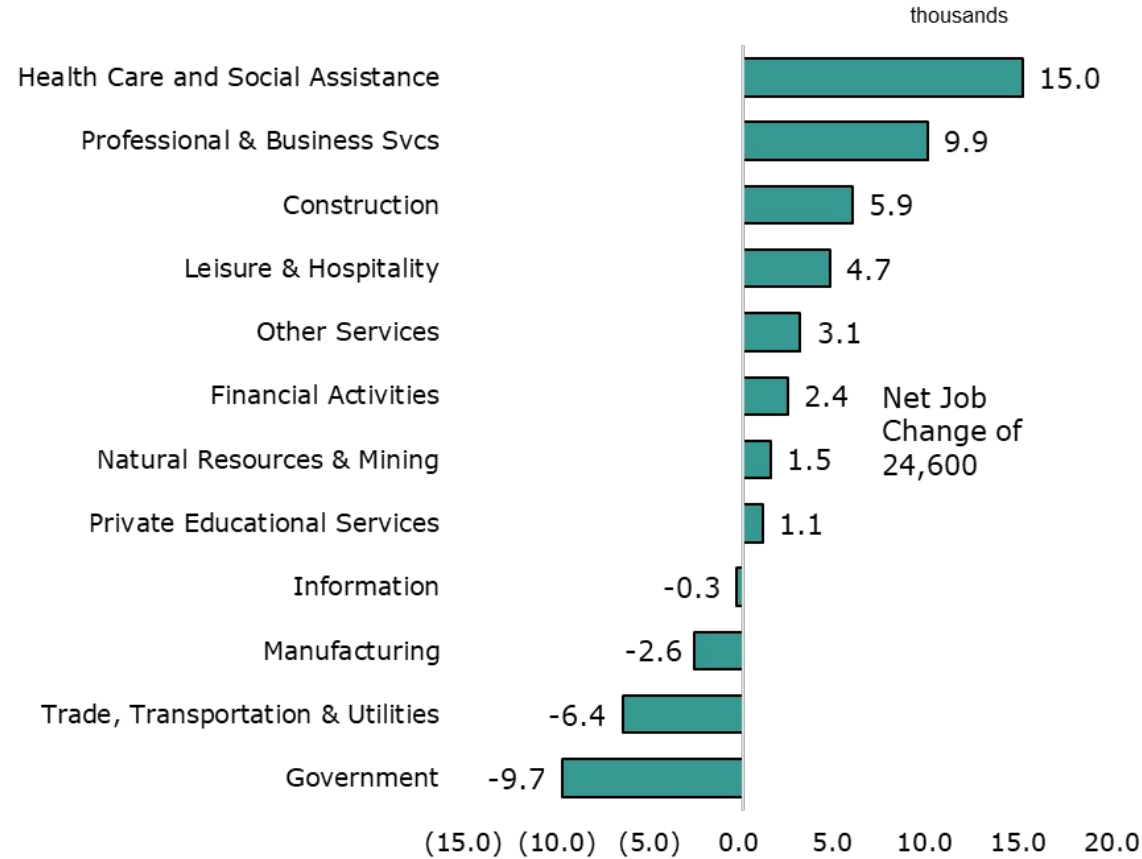
Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS



YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, December 2025

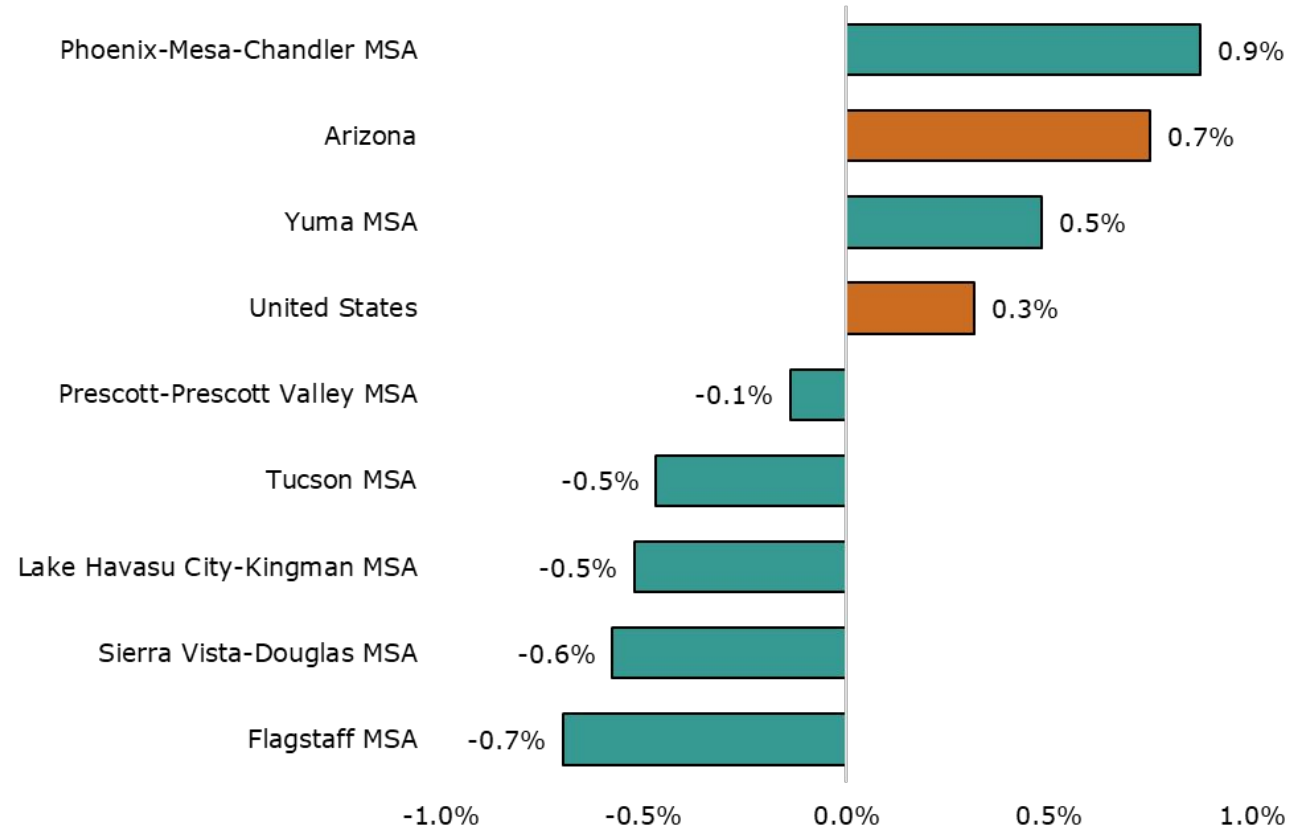
Arizona NSA Year-Over-Year Employment
Gain/Loss by Sector



YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, December 2025

Total Nonfarm Employment by Region
Over-the-Year Percent Gain/Loss

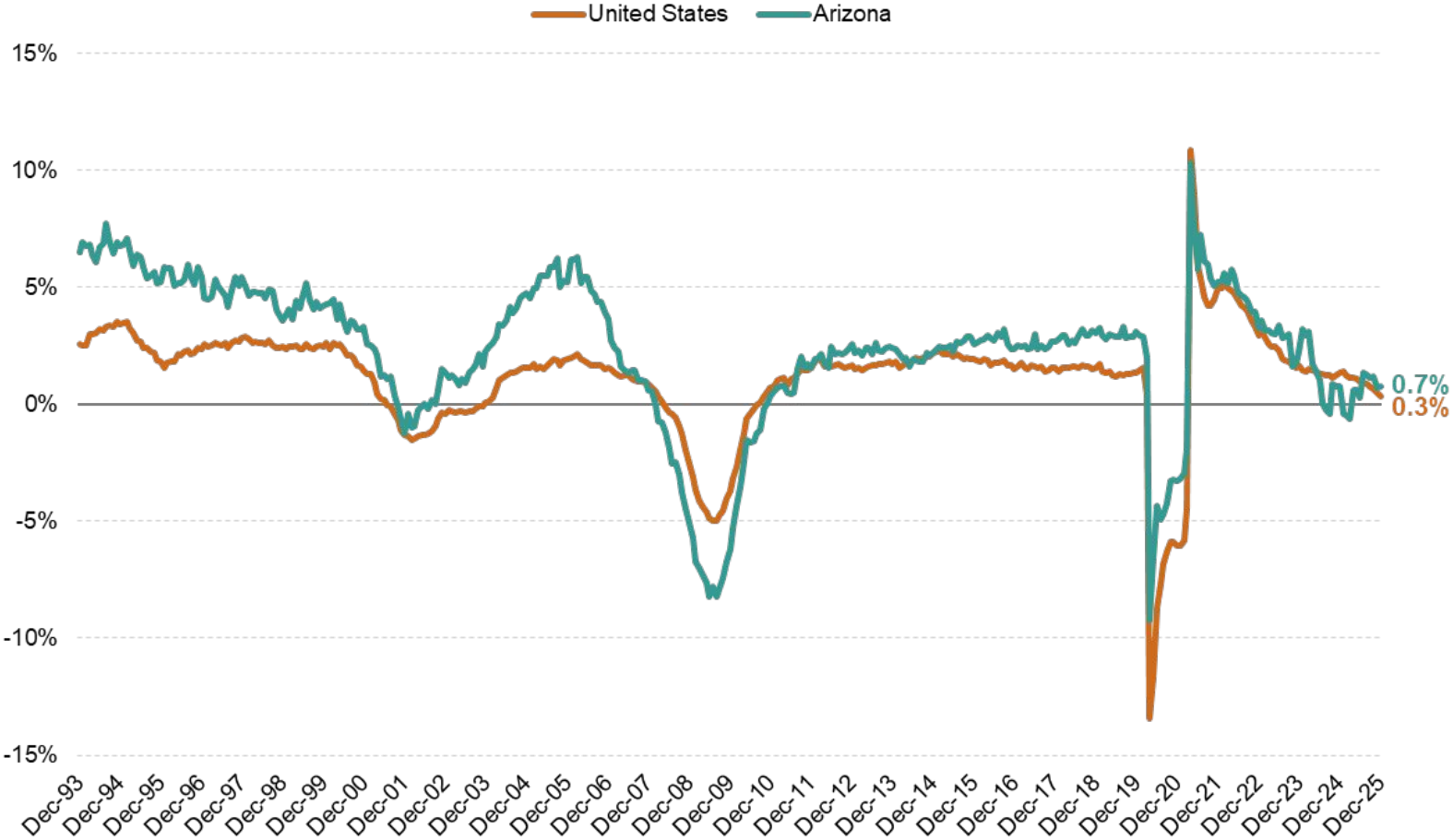


Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS



YEAR-OVER-YEAR NONFARM EMPLOYMENT CHANGE

Not Seasonally Adjusted

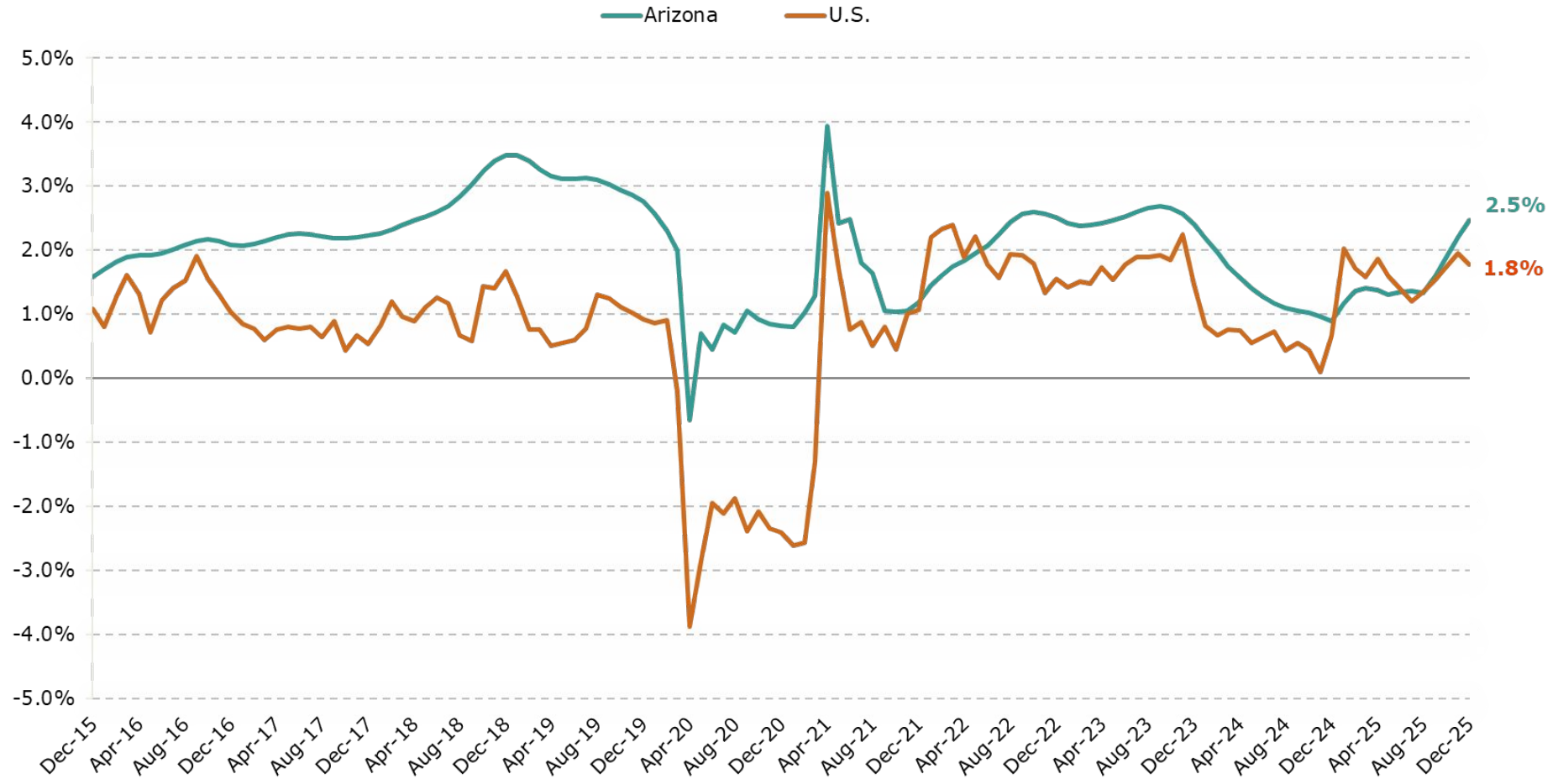


Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS



ARIZONA & U.S. LABOR FORCE YEAR-OVER-YEAR PERCENTAGE CHANGE

Seasonally Adjusted



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

October 2025 entry not included due to data unavailability



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Workforce Innovation and Opportunity Act (WIOA) Waiver Information

**Anna Hunter, DERS Assistant
Director**

WIOA Waiver Overview

- Provide flexibility to States and local areas to improve the system and achieve goals and purposes under WIOA
 - States must assess and report whether waivers help achieve goals and lead to stated outcomes
- Secretary of the Department of Labor approves waiver requests
- States may submit requests:
 - With four-year State Plan or modification; or
 - Anytime after State Plan approval



What May Not be Waived

- Wage and labor standards;
- Non-displacement protections;
- Worker rights;
- Participation and protection of workers and participants;
- Grievance procedures and judicial review;
- Nondiscrimination;
- Allocation of funds to local areas;
- Eligibility of providers or participants;
- The establishment and functions of local areas and local workforce development boards;
- Procedures for review and approval of state and local plans;
- The funding of infrastructure costs for one-stop centers; and
- Other requirements relating to the basic purposes of title I of WIOA, as described in [20 CFR 675.100](#)



Waivers Approved for Arizona

Submitted with the Arizona Program Years 2024-2027 State Plan and approved until June 2026:

- Waiver that allows the use of individual training accounts for in-school youth
- Waiver that lowers the out-of-school youth expenditure requirement from 75% to 50%



TEGL 5-25: Maximizing Innovation in WIOA Programs

- Currently approved waivers:
 - Waiver that allows States to change the structure and operation of the State Board (membership and representation requirements)
 - Waiver of the requirement for a comprehensive one-stop center in each local area
 - Waiver that allows flexibility to use up to 50% percent of Rapid Response funds, in the first year, to provide statewide employment and training activities



TEGL 5-25: Maximizing Innovation in WIOA Programs

- Potential new waivers:
 - Waiver of the requirement for local areas to provide all 14 youth program elements
 - Waiver to allow use of supportive services for participants within 12 months of exit for employment retention
 - Waiver to allow all training services to be provided through training contracts



Workflex Plans

- A Workforce Flexibility (Workflex) Plans allows the State to approve local area waivers directly, without submitting the waivers to DOL for approval.
- Example of flexibility under a “Workflex”: waiver to use the State infrastructure funding mechanism as the sole mechanism for funding one-stop infrastructure



LWDB Waiver Survey

- Waiver guide sent to LWDB directors in June 2025
- Survey period: December 17, 2025 - January 5, 2026
- Survey response key points:
 - Support for ITA for in-school youth and lowering the out-of-school youth expenditure requirement to 50%
 - Support for allowing supportive services for Adult and Dislocated Workers during follow-up
 - Promote innovative programmatic options:
 - Allowing contracts for all Adult and Dislocated Worker training
 - Up to 90% OJT reimbursement
- Next steps: State analysis of responses and further LWDB engagement to support waiver requests





Questions?

Title Partner Updates

Core Agency Title Partners





ARIZONA

— DEPARTMENT OF —
ECONOMIC SECURITY



ARIZONA @ WORK™

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PY2025 Q1 WIOA Performance Report (Titles I and III)

PY2025 Q1 WIOA Performance, Titles I & III

Individual Indicator		Title I			Title III
		Adult	Dislocated Worker	Youth	Wagner - Peyser
Employment Rate 2nd Quarter after Exit	PY25 Q1 Actual	66.5%	71.3%	74.8%	62.8%
	PY25 Negotiated	73.9%	78.0%	76.0%	63.5%
	Unadjusted Indicator Score	90.0%	91.4%	98.4%	98.9%
Median Quarterly Earnings 2nd Quarter after Exit	PY25 Q1 Actual	\$9,195	\$9,514	\$6,230	\$8,725
	PY25 Negotiated	\$9,328	\$9,738	\$6,188	\$8,379
	Unadjusted Indicator Score	98.6%	97.7%	100.7%	104.1%
Employment Rate 4th Quarter after Exit	PY25 Q1 Actual	66.1%	76.6%	75.1%	57.3%
	PY25 Negotiated	68.5%	74.0%	74.0%	57.8%
	Unadjusted Indicator Score	96.5%	103.5%	101.5%	99.1%
Credential Attainment Rate	PY25 Q1 Actual	65.4%	65.6%	55.6%	N/A
	PY25 Negotiated	74.0%	75.0%	62.0%	
	Unadjusted Indicator Score	88.4%	87.5%	89.7%	
Measurable Skill Gains Rate	PY25 Q1 Actual	24.3%	23.0%	15.3%	N/A
	PY25 Negotiated	75.0%	76.0%	66.0%	
	Unadjusted Indicator Score	32.4%	30.3%	23.2%	
Unadjusted Overall State Program Score		81.2%	82.1%	82.7%	100.7%

		Adult	Dislocated Worker	Youth	Wagner - Peyser	Titles I & III
Effectiveness in Serving Employers	PY25 Q1 Actual	64.3%	71.5%	62.7%	60.7%	61.3%
	PY24 Annual Actual	63.7%	75.2%	63.7%	61.1%	61.7%



**ADULT EDUCATION
SERVICES**

WIOA Title II Adult Education PY 2024-2025

**Beverly Wilson, Deputy Associate Superintendent
Adult Education and High School Equivalency Services**

Title II Adult Education & HSE Services

Arizona Adult Education provides comprehensive education and training services to students 16 years of age and older who are not enrolled in a K-12 school. Adult Education providers offer access to quality programs to assist adult participants/students to:

- Improve literacy and academic skills for employment and economic self-sufficiency.
- Earn an Arizona High School Equivalency (HSE) Diploma.
- Become proficient in English language skills in reading, writing, listening, and speaking.
- Participate in Integrated Education and Training (IET) programs to earn an industry recognized credential and connect to employment and job training opportunities.
- Transition to post-secondary education, career training and/or employment.



Actual ARIZONA@WORK Client

AZ Adult Education System

Adults gain the literacy, knowledge, and skills needed for employment and economic self-sufficiency.

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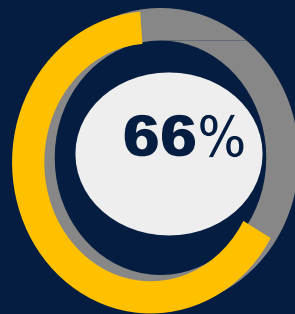
Contracted Adult Education Programs in Arizona

**Over
15,000**

Students served each year

**Over
520,000**

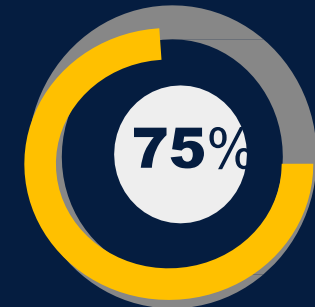
Adults in AZ lack a HS Diploma



Majority of learners are women

**Over
411,000**

Adults do not speak English Proficiently



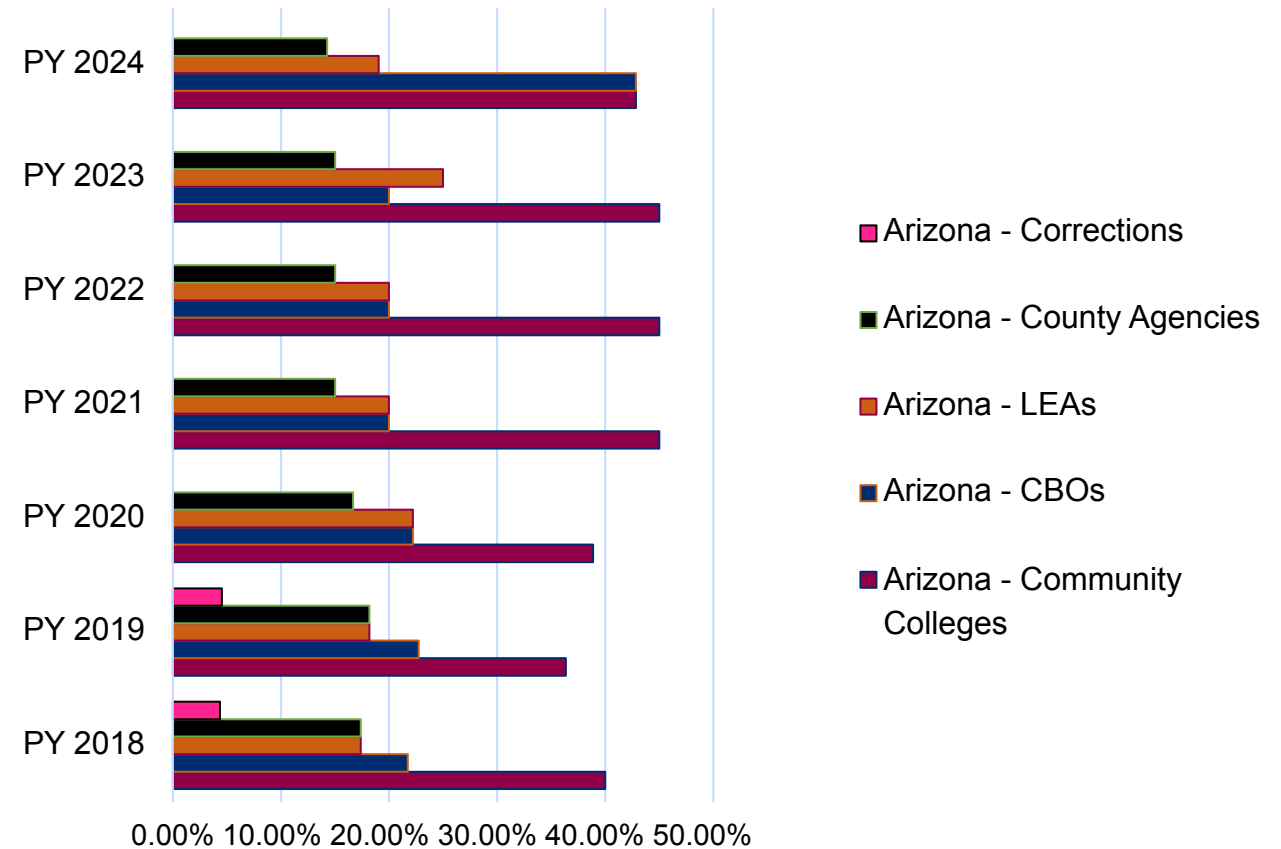
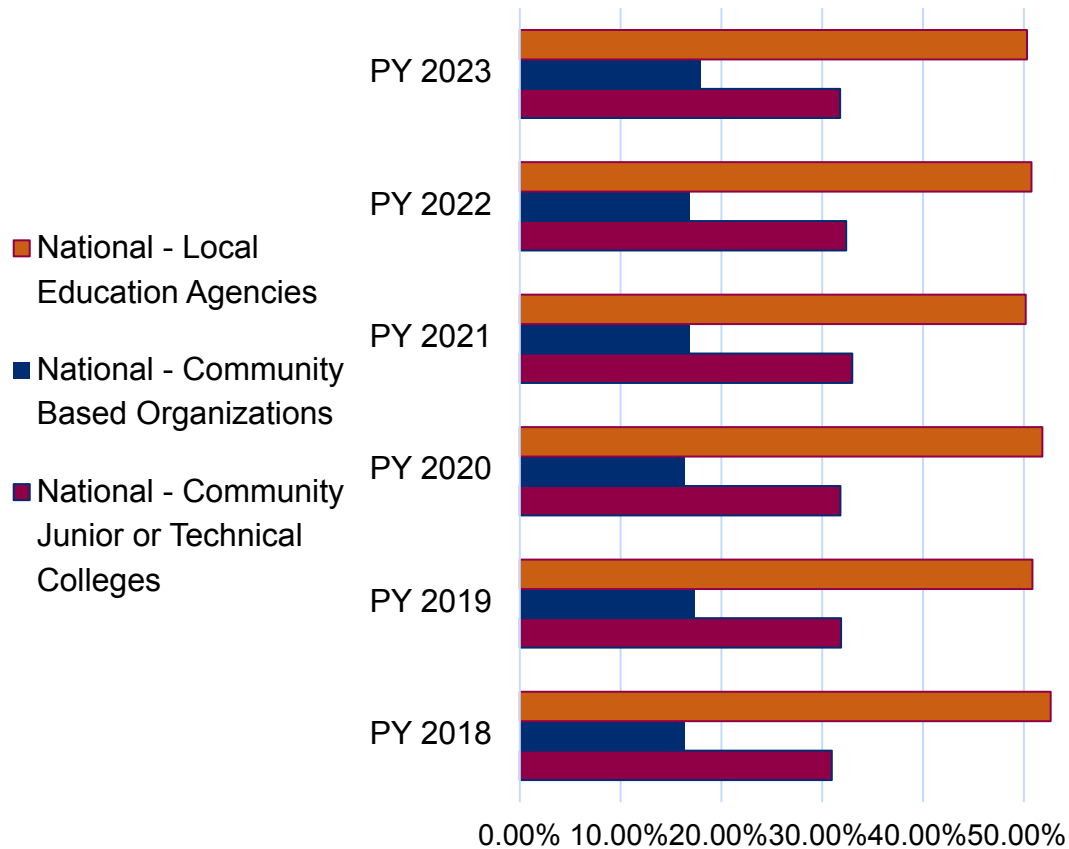
Learners report they are low income

Arizona vs. National

Types of Adult Education Providers (by percentage)

National Providers by Type

Arizona Providers by Type



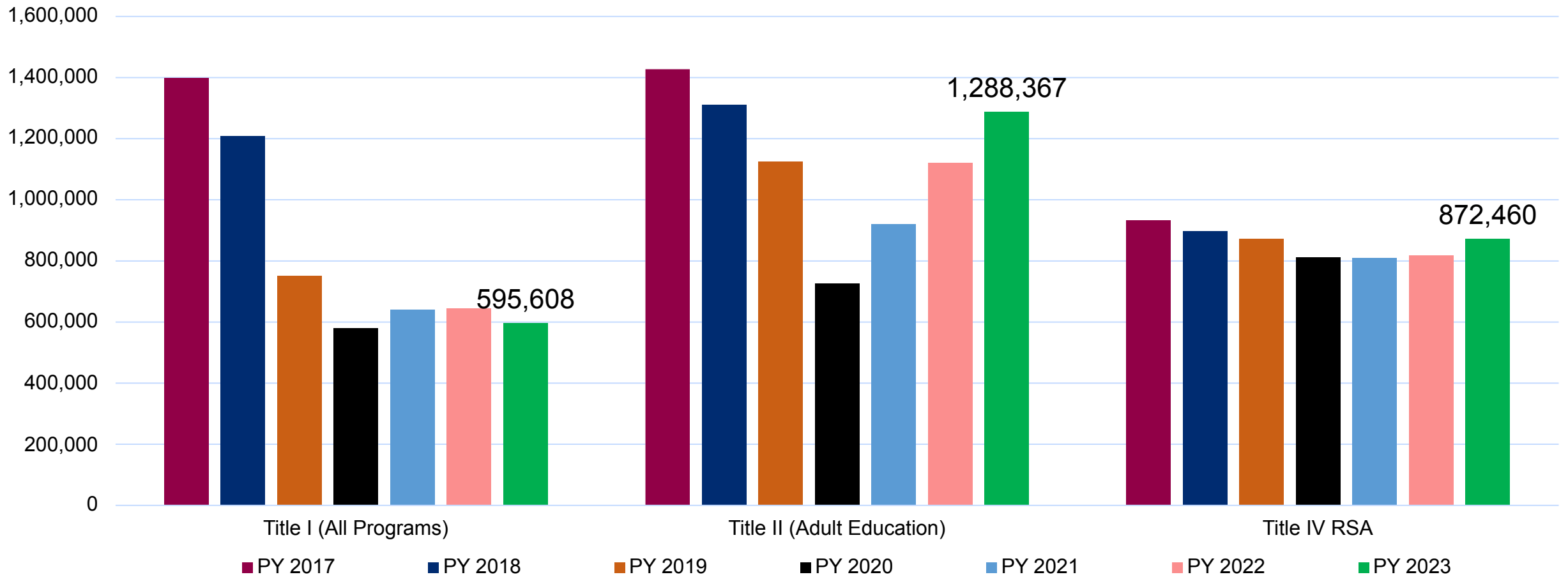
Title II Qualified Participant Demographic Data



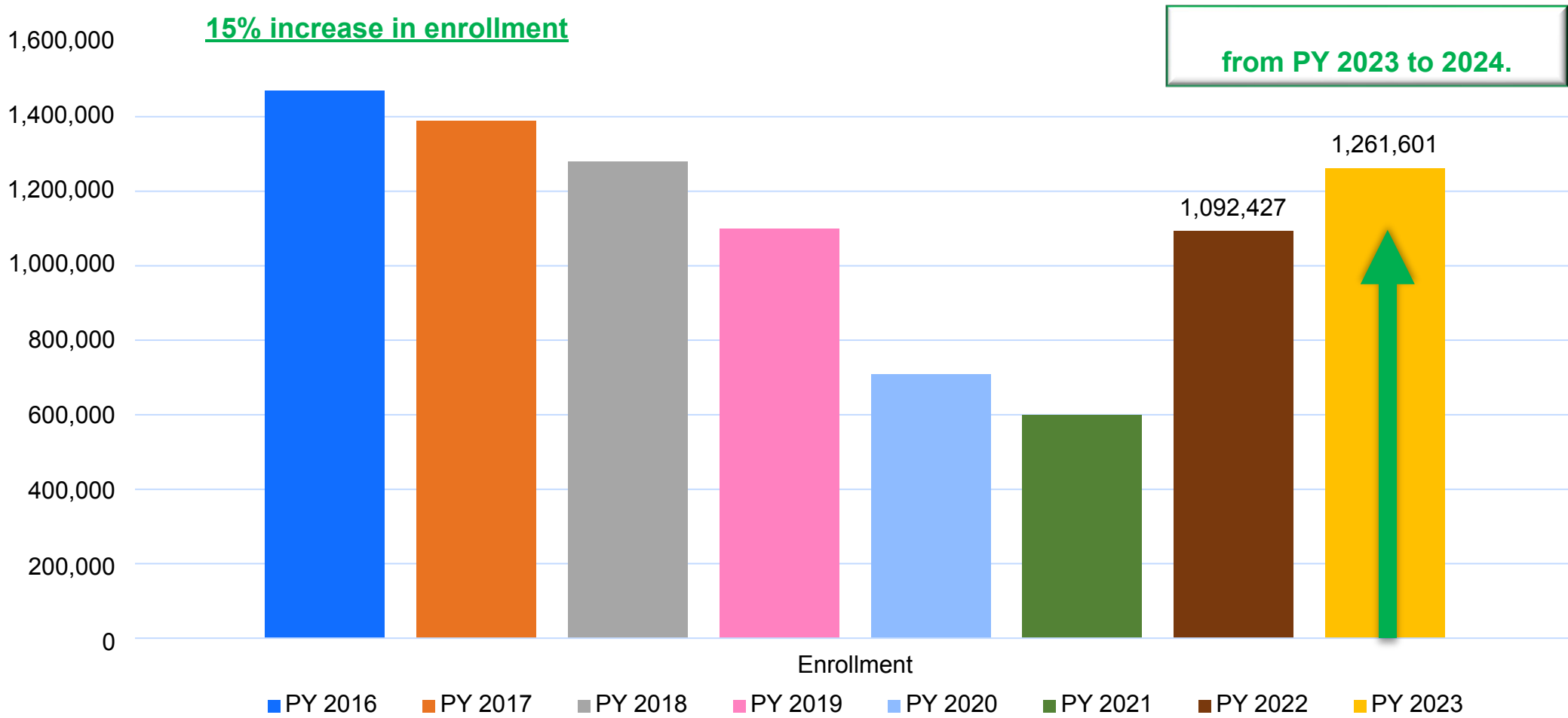
Qualified Participants are those who have 12 or more contact hours in a Period of Participation (PoP)



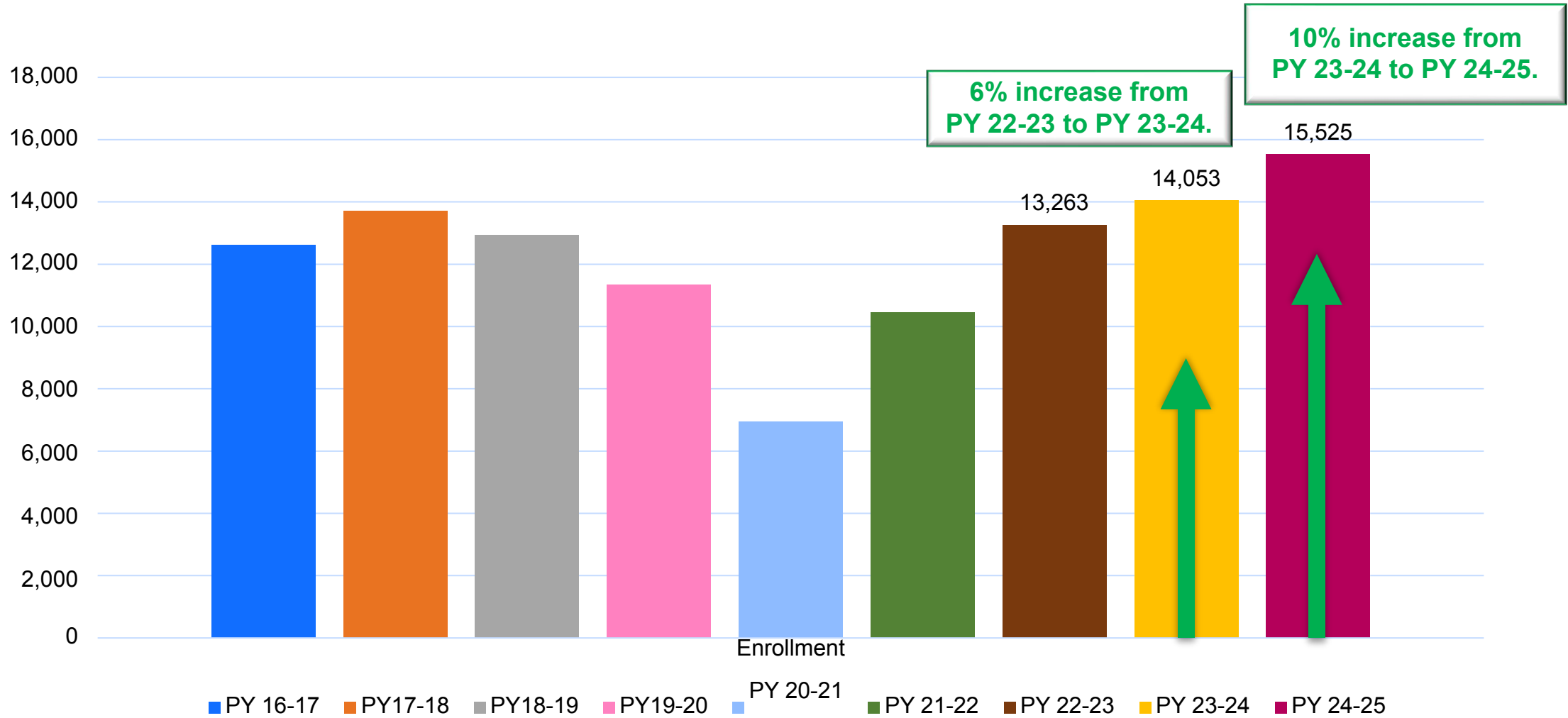
National – Total WIOA Participants Served in Title I, II, and IV Programs PY2017 to PY2023



National Title II Adult Education Program Participants - Unduplicated Count



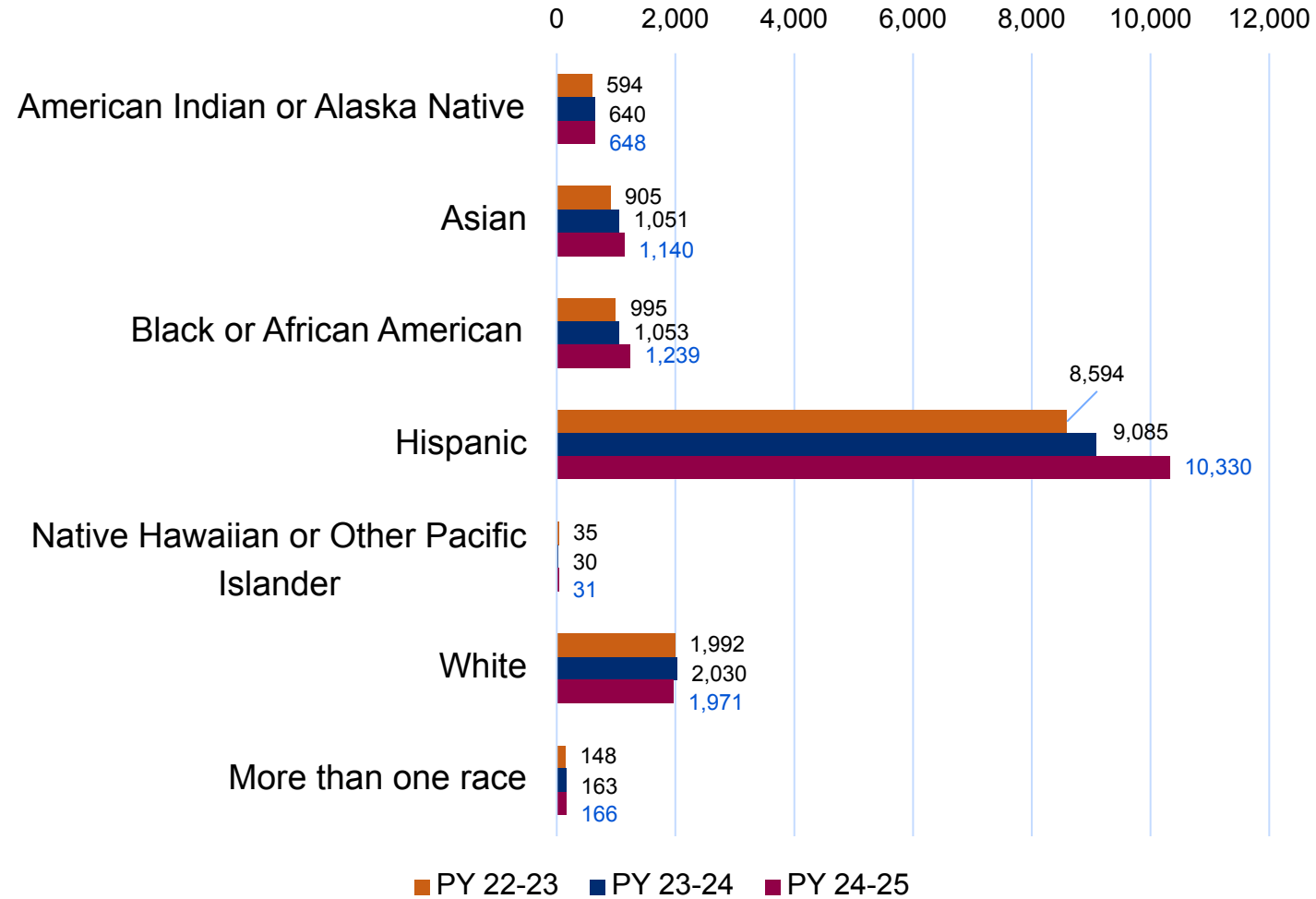
Arizona Title II Adult Education Program Participants - Unduplicated Count



Arizona Participants by Ethnicity

Arizona Percent Change Over Three Years:

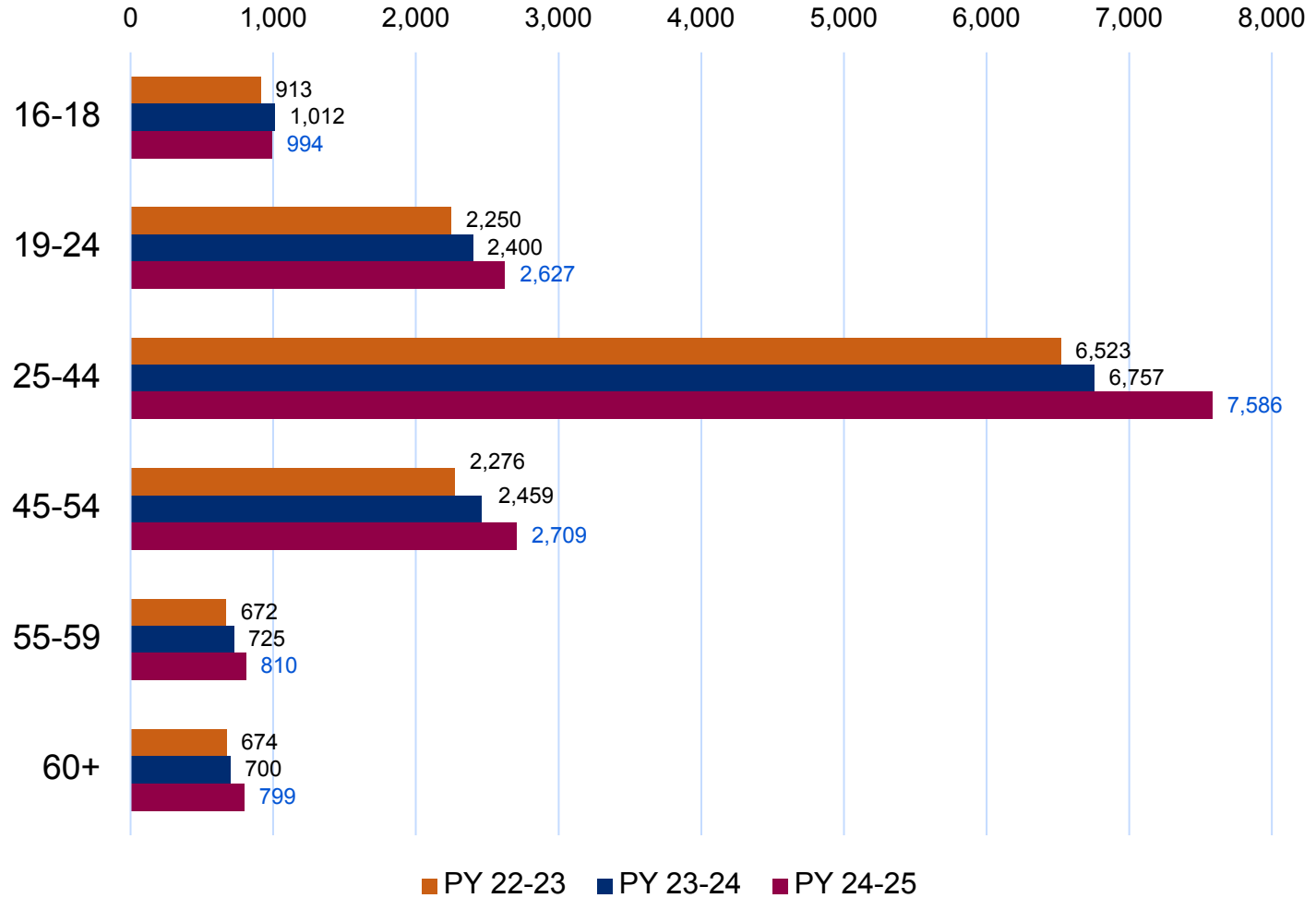
	Change PY 23-24	Change PY 24-25
American Indian or Alaska Native	↑ 7.7%	↑ 1.3%
Asian	↑ 16.1%	↑ 8.5%
Black or African American	↑ 5.8%	↑ 17.7%
American Hispanic	↑ 5.7%	↑ 13.7%
Native Hawaiian or Pacific Islander	↓ 14.3%	↑ 3.3%
White	↑ 1.9%	↓ 2.9%
More than one race	↑ 10.1%	↑ 1.8%



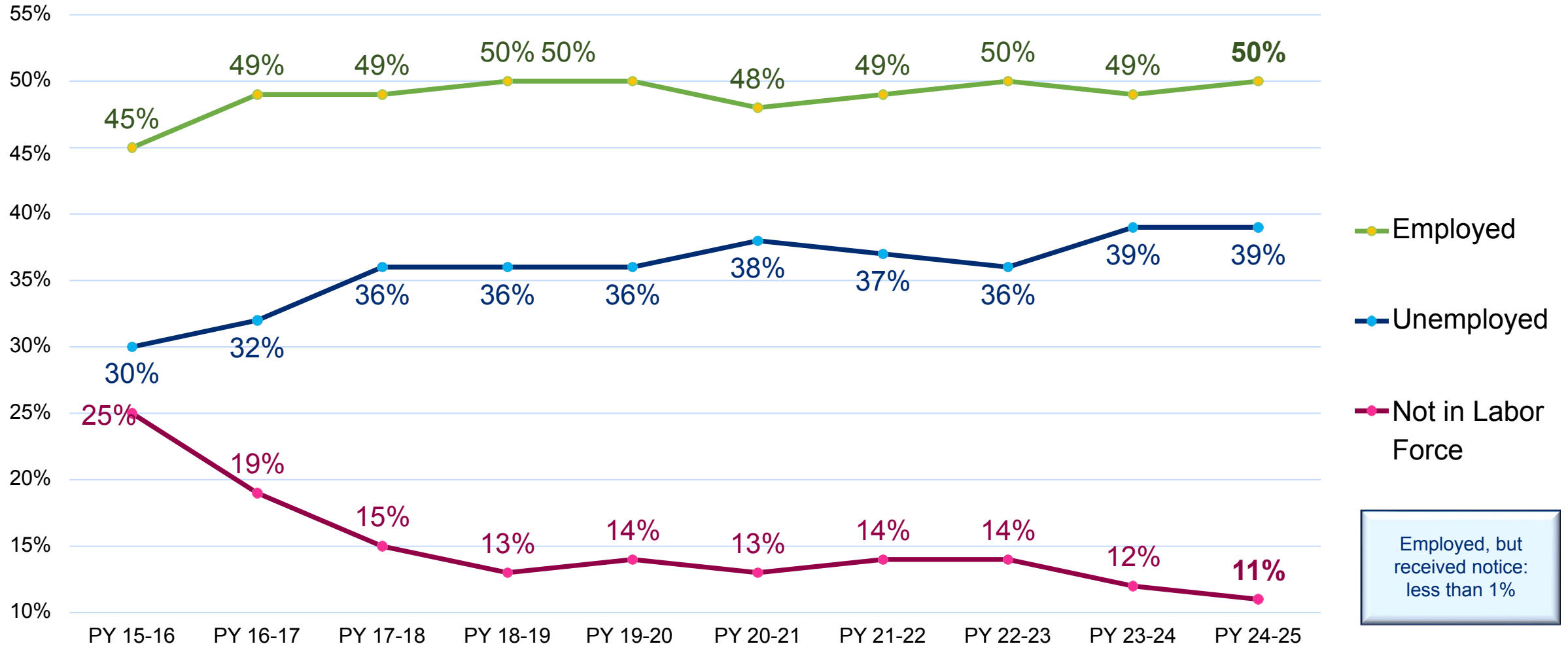
Arizona Participants by Age

Arizona Percent Change Over Three Years:

	Change PY 23-24	Change PY 24-25
16-18	↑ 10.8%	↓ 1.8%
19-24	↑ 6.7%	↑ 9.5%
25-44	↑ 3.6%	↑ 12.3%
45-54	↑ 8.0%	↑ 10.2%
55-59	↑ 7.9%	↑ 11.7%
60+	↑ 3.9%	↑ 14.1%



Arizona Employment Status at Entry as Percentage of Total Participants



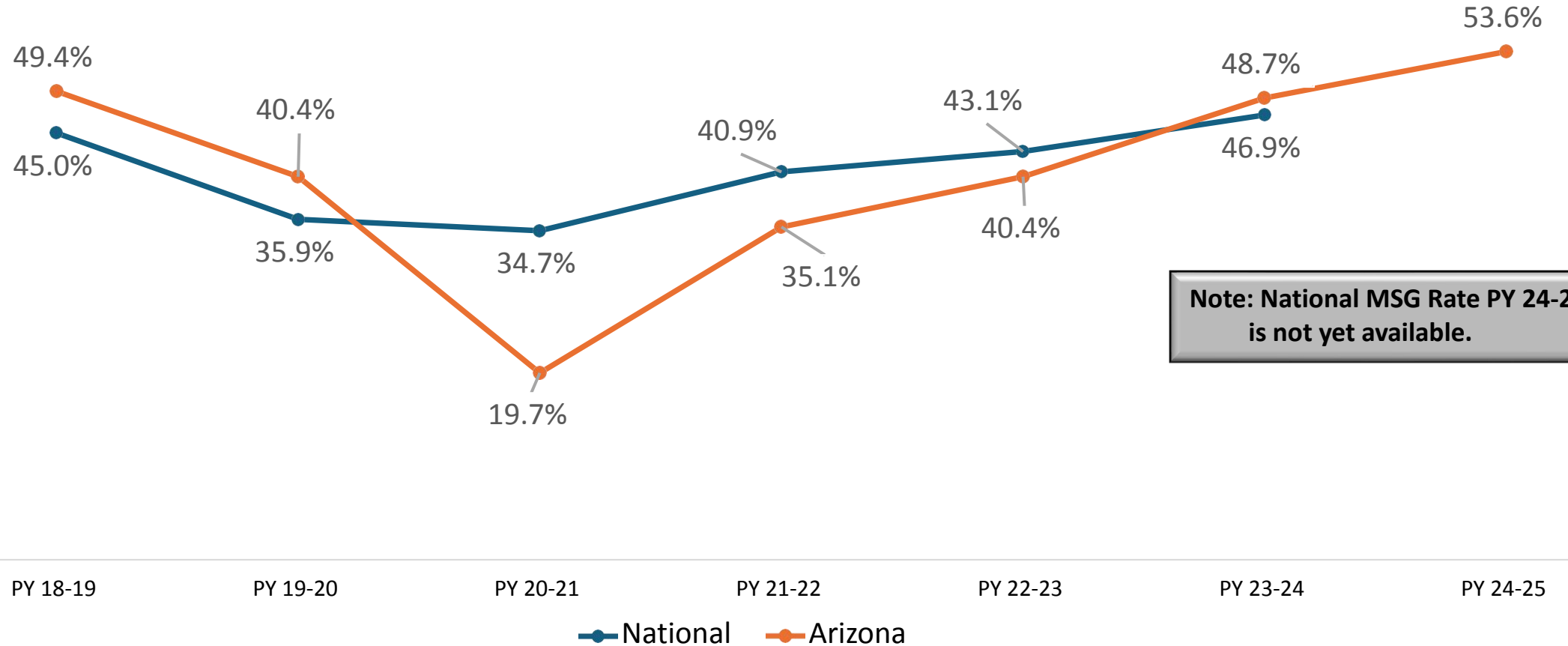
Title II Performance Measures - Highlights



Qualified Participants are those who have 12 or more contact hours in a Period of Participation (PoP)

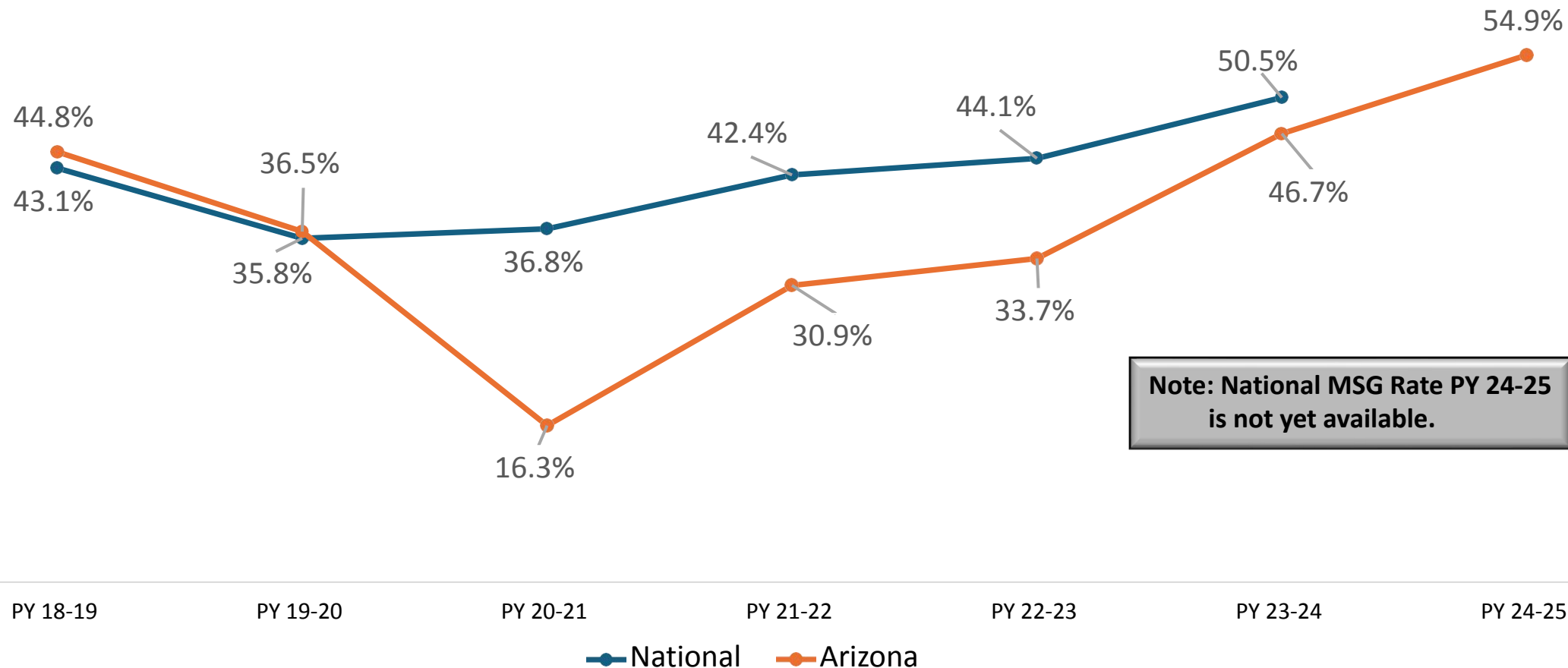


National vs. Arizona MSG Rate for All Participants



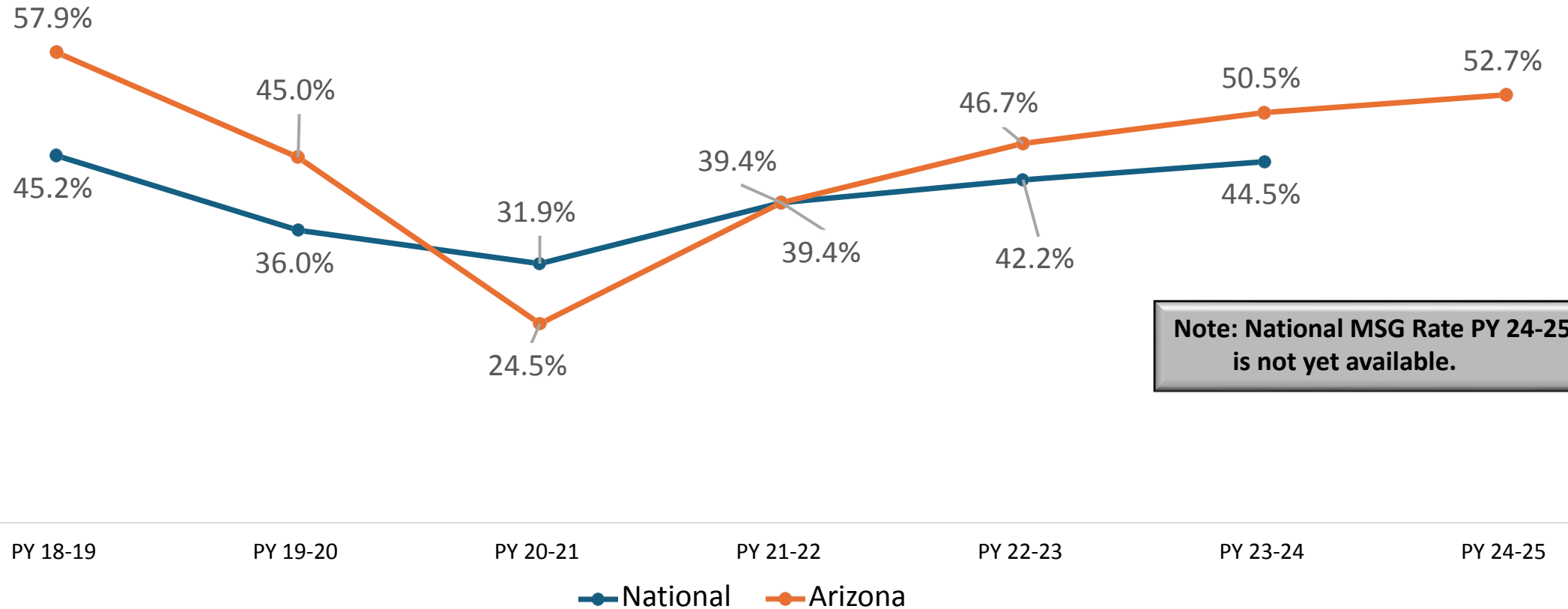
Source: NRS Table 4

National vs. Arizona MSG Rate for ABE



Source: NRS Table 4

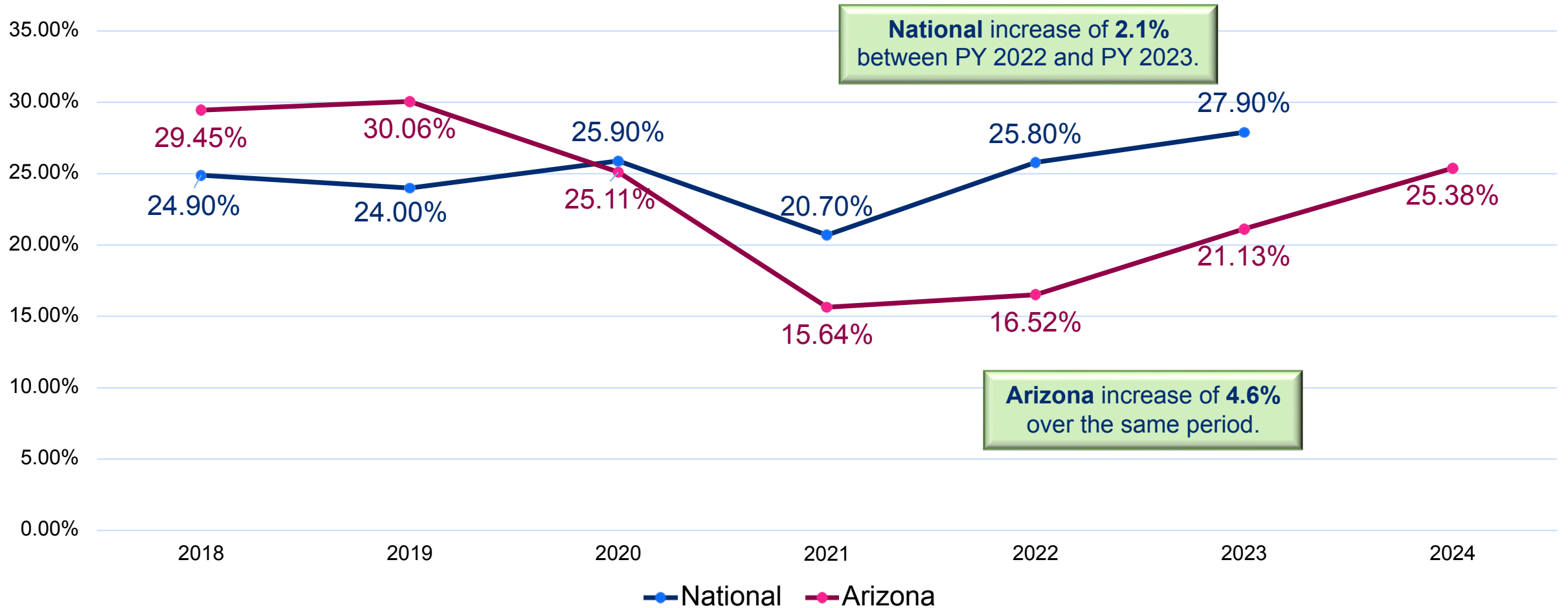
National vs. Arizona MSG Rate for ESOL



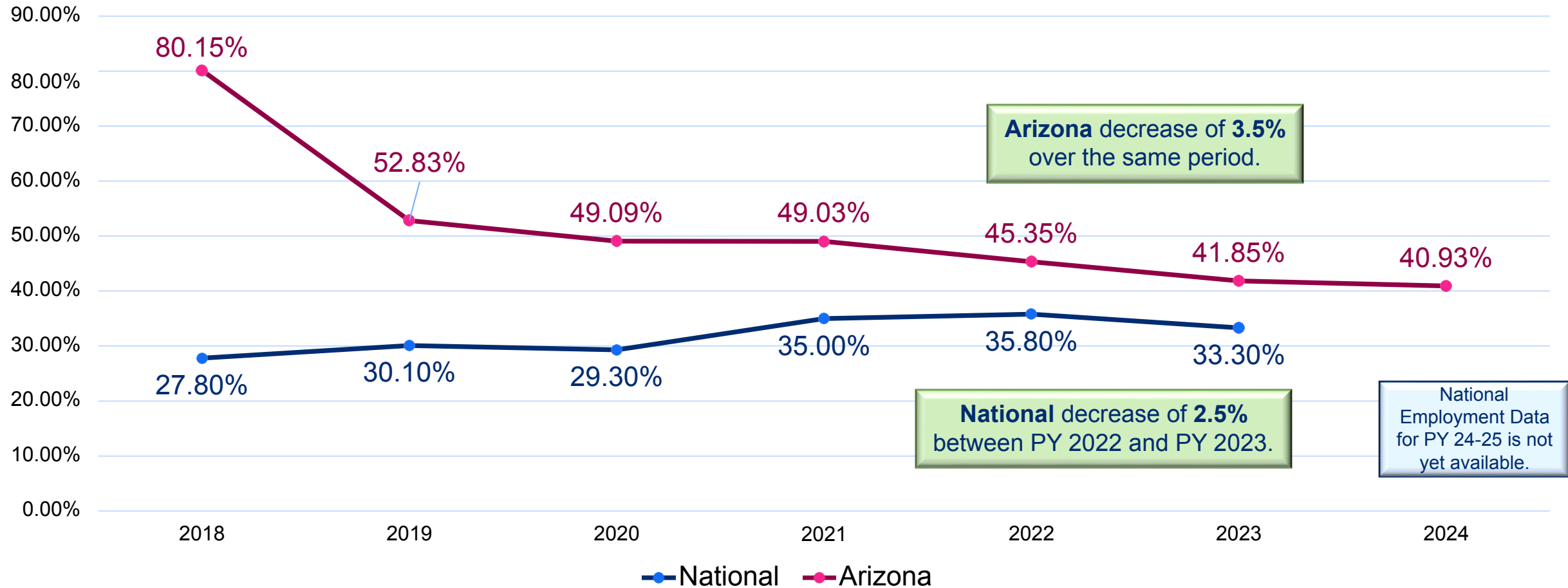
Note: National MSG Rate PY 24-25 is not yet available.

Source: NRS Table 4

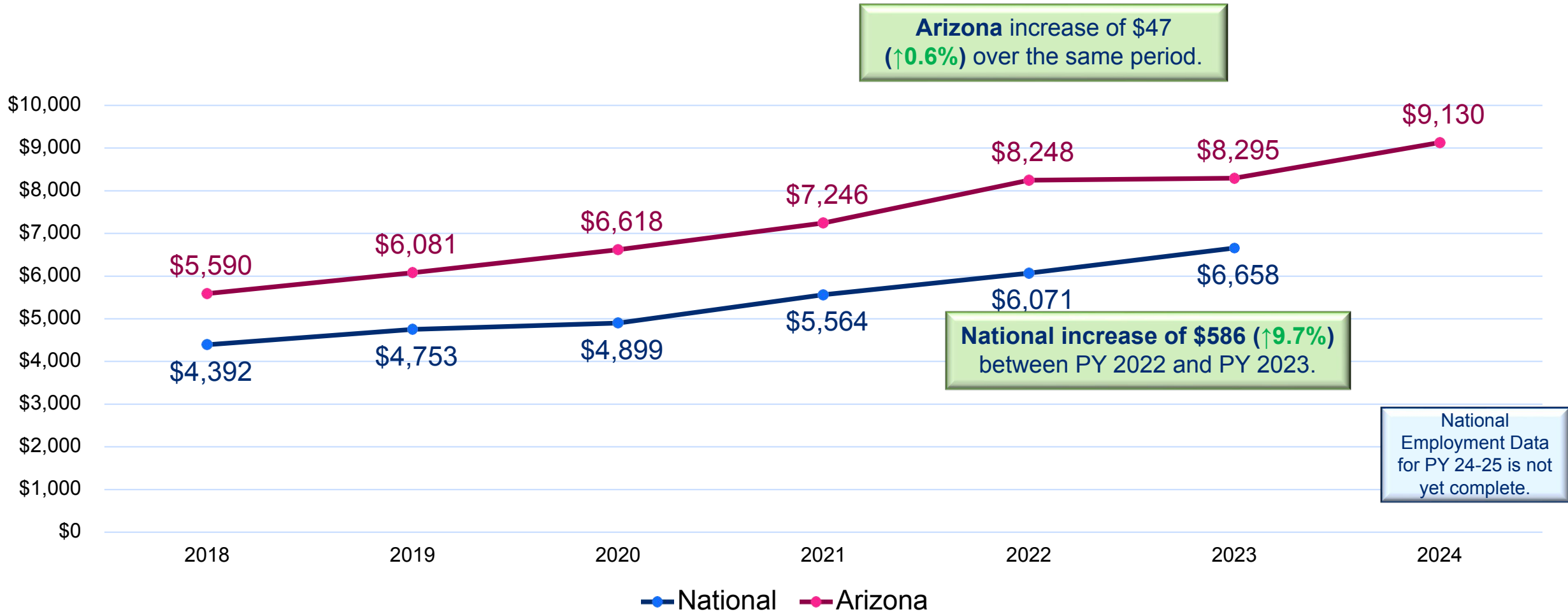
Arizona vs. National Credential Attainment (HSE Diploma)



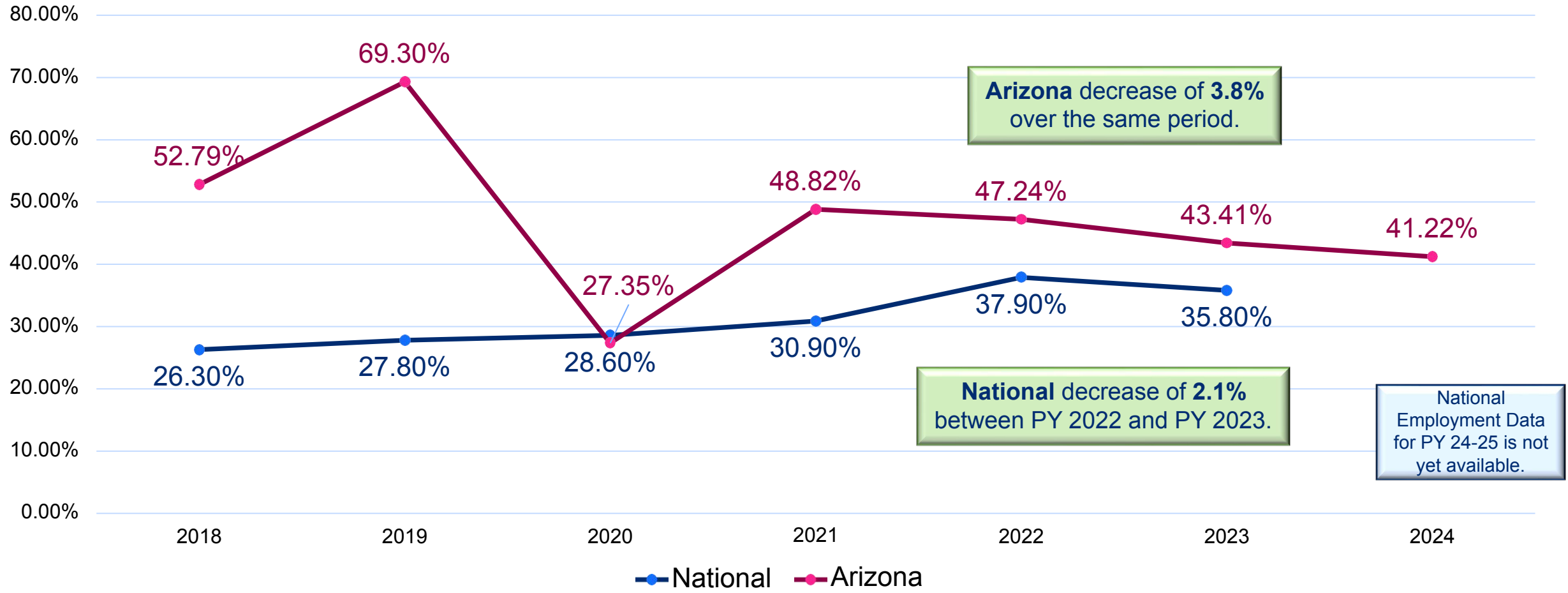
Arizona vs. National Employment, 2nd Quarter After Exit



Arizona vs. National Median Earnings, 2nd Quarter After Exit

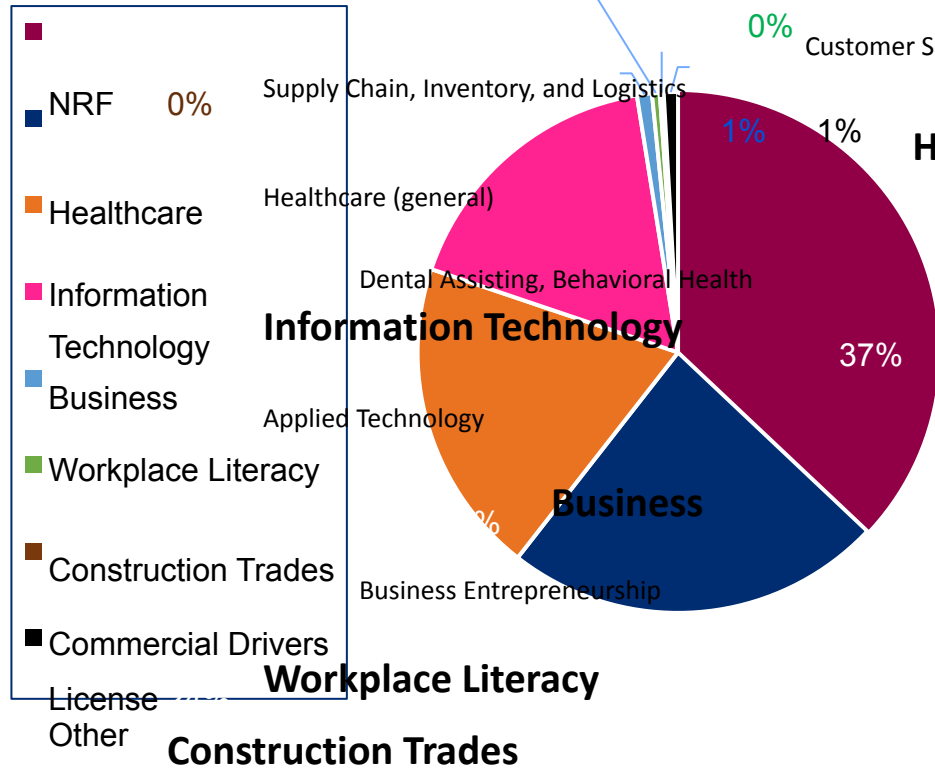


Arizona vs. National Employment, 4th Quarter After Exit



Arizona Statewide IET Program Participation

Arizona IET Participants by Program Type



IET Program	Participants PY24-25	Percent Total
National Retail Federation Programs	Total – 2,314	
Retail Fundamentals & Business of Retail Customer Conflict and De-Escalation	1,830	37.0%
Customer Service and Sales	198	
Healthcare	184	
Healthcare (general)	102	
Healthcare	Total - 1,469	
Medical Assisting, Nursing Assisting (CNA, LNA), Phlebotomy, EMT,	1,339	23.5%
Dental Assisting, Behavioral Health	130	
Information Technology	Total – 1,226	
Information Technology	1,141	19.6%
Applied Technology	56	
Cybersecurity, Other	29	
Business	Total - 1,080	
Business Technology	1,024	17.3%
Business Entrepreneurship	40	
Workplace Literacy	58	0.93%
Construction Trades	30	0.48%
Commercial Drivers License	15	0.24%
Other	15	0.88%

Source: IET Validation Reports, Arizona PY2024-2025





**ADULT EDUCATION
SERVICES**

For questions,
contact

Beverly.Wilson@azed.gov

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PY2025 Q1 WIOA Performance Report Title IV

PY2025 Q1 Performance - Title IV

Individual Indicator		Title IV - Vocational Rehabilitation
Employment Rate 2nd Quarter After Exit	PY25 Actual	18%
	PY25 Negotiated	50%
	Unadjusted Indicator Score	36%
Median Quarterly Earning 2nd Quarter After Exit	PY25 Actual	<i>data not available</i>
	PY25 Negotiated	
	Unadjusted Indicator Score	\$5,330
Employment Rate 4th Quarter After Exit	PY25 Actual	15%
	PY25 Negotiated	43.7%
	Unadjusted Indicator Score	34%
Credential Attainment	PY25 Actual	28%
	PY25 Negotiated	38%
	Unadjusted Indicator Score	74%
Measurable Skill Gains	PY25 Actual	4.4%
	PY25 Negotiated	38%
	Unadjusted Indicator Score	11%

First data report generated from the new case management system



Data Review and Strategic Adjustments

- Employment Rate 2nd Quarter After Exit and Employment Rate 4th Quarter After Exit
 - Staff entered data is lower than system entered data
 - Clients do not respond to staff after exit from program but UI wage data reports wages
 - Exploring ability for automatic data entry from UI wage reports
- MSG reporting
 - New system needs to be updated to accurately capture and reflect data (script updates in progress)
 - Provided training to staff on current data entry requirements
 - Will review data for Q2 to determine if training and guidance documents were impactful

REMINDER:

- **Special Full Council Meeting 02/27/2026**
Virtual via Zoom
- **Full Council Meeting 3/12/2026**
Virtual via Zoom
***** quorum is required***
- **Executive Committee Meeting 4/9/2026**
Virtual via Zoom

Thank You!





Innovative Workforce Solutions

WORKFORCE ARIZONA COUNCIL Q3 Executive Committee Meeting Minutes

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

Virtual Meeting

Zoom Information

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

Meeting ID: 814 5568 7758 | Passcode: 557163

1. Call to Order

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

2. Roll Call

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

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

3. Call to the Public

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

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

MOTION:

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

All in Favor Vote Held:

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

Opposed: None

Motion Passed

5. Governance and Compliance

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

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

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

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

a. 2025 LWDB Recertification

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

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

Northeastern Arizona

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

Arizona Tribal Workforce Development Board

Fiscal Agent

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

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

Technical Assistance Requirement

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

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

Corrective Action Plan

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

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

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

Questions/Comments:

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

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

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

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

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

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

Chairman Mark Gaspers: DES or OEO?

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

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

Chairman Mark Gaspers: Awesome, thank you.

MOTION:

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

All in Favor Vote Held:

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

Opposed: None

Motion Passed

6. 2026 Executive Committee and Full Council Dates

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

MOTION:

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

All in Favor Vote Held:

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

Opposed: None

Motion Passed

7. OEO Director Update

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

New Workforce Administrator

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

Workforce Summit Recap

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

Other Agency Updates

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

Questions/Comments:

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

8. State Plan Modification Update

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

Questions/Comments:

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

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

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

Chair Mark Gaspers: Other questions?

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

Chair Mark Gaspers: Yes, part of the process.

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

Chair Mark Gaspers: Other questions?

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

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

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

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

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

Patrick: Absolutely.

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

9. Workgroup Updates

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

10. DES Agency Updates

Anna Hunter, DES Assistant Director shared the following updates:

a. WIOA & Federal Funding

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

b. Rapid Response

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

c. Recapture

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

d. TEGL 2-25

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

e. System Modernization

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

f. DES Strategic Plan

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

Questions/Comments:

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

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

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

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

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

Anna Hunter: I will follow up.

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

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

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

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

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

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

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

Anna Hunter: The grant is due September 5th.

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

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

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

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

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

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

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

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

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

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

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

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

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

11. Membership Update

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

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

12. Adjournment

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

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

MOTION:

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

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

Opposed: None

Motion Passed



Innovative Workforce Solutions

WORKFORCE ARIZONA COUNCIL

Q4 Executive Committee Meeting Minutes

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

Virtual Meeting

Zoom Information

Meeting ID: 814 5568 7758 Passcode: 557163

1. Call to Order

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

2. Roll Call

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

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

3. Call to the Public

Chairman Gaspers opened the call to the public with Joel Millman, Executive Director of Pinal County's local workforce development board requesting to speak. Mr. Millman expressed that as the state workforce plan undergoes its required two-year modification, corresponding guidance and timelines for local workforce development area planning are also prioritized and communicated concurrently. This coordination would allow local areas adequate time to align their own plans with state directives and ensure a smooth, timely planning process. Chair Gaspers acknowledged and appreciated the request.

4. Approval of minutes from Q3 August 14th, 2024 Executive Committee Meeting

Chairman Gaspers noted that this agenda item will not be presented nor voted on during this meeting and instead will be held and moved to the next meeting agenda to vote and approve the correct meeting minutes given the error on the year.

5. Welcome: New OEO Leadership

Chairman Gaspers welcomed Mary Foote to the Executive Committee as the new OEO Director and allowed for her to provide a short introduction about herself.

6. Governance and Compliance

Governance and Compliance Advisor Deseret Romero provided the Executive Committee with a presentation on Pima County's Job Center Certification for their new center and a few updates on pending local board recertifications.

a. LWDB Job Center Certification (NEW CENTER), Vote

• Pima County

The Pima County Workforce Investment Board recently moved their ARIZONA@WORK Comprehensive Center to a new location at 1010 W. Miracle Mile Rd in Tucson, to which Pima County completed the Job Center Certification assessment of this new location. This new Comprehensive Center is replacing their Rio Nuevo location on Commerce Park Loop. With

the assessment completion at this new location, Council staff recommend the Job Center Certification for Pima County's Northwest Service Center location.

MOTION: Chairman Gaspers called for a motion to approve the recommended Pima County Workforce Investment Board's new Northwest Service Center - Job Certification to the Full Council for consideration. Vice-Chair John Walters made a motion; Alex Horvath seconded the motion.

All in Favor Vote Held:

In Favor: Chairman Mark Gaspers, Vice-Chair John Walters, Second Vice-Chair Michelle Bolton, Kristen Mackey, Alex Horvath, Jenna Rowell, Beverly Wilson and Angie Rodgers as Delegate for Director Michel Wisheart (Absent: Karla Moran)

Opposed:

Motion Passed

b. 2025 Recertification Update

- **Northeastern Arizona**
- **Coconino County**
- **Arizona Tribal Workforce**

The presentation focused on the status of pending Local Workforce Development Board recertifications, focusing on three areas: Northeastern Arizona, Coconino County, and the Arizona Tribal Workforce Development Boards.

LWDB Recertification Overview

Local Workforce Development Board recertification process, which requires all Arizona boards to complete a two-year review by submitting key governance, compliance, and operational documents. The recertification process is designed to ensure oversight, transparency, and adherence to Workforce Innovation and Opportunity Act (WIOA) regulations. Emphasis was placed on the importance of maintaining strong governance and fiscal accountability, as well as reinforcing public trust through compliance and effective board operations. Required submissions include documentation related to board membership, financial management, service provider agreements, policy development, and compliance with open meeting laws, ensuring that local boards continue to operate effectively within WIOA guidelines.

LWDB Pending Recertification Updates

While nine of the twelve local boards have been approved, these remaining boards are experiencing delays due to governance and administrative challenges. Council staff reported that Gila County leadership has expressed interest in separating from the Northeastern Arizona Workforce Development Board, prompting a pause in that board's recertification while technical assistance will be provided to clarify processes and determine next steps. In Coconino County, recent leadership changes, including the removal of the board chair and executive director, along with compliance concerns, have led to a formal review by Council staff; recommendations for recertification will be deferred until the review is complete. The Arizona Tribal Workforce Development Board's recertification has been delayed by challenges in securing a fiscal agent, which resulted in staffing and management disruptions. However, with the Office of Economic Opportunity assuming the fiscal agent role in late 2024, progress has been made through technical assistance meetings, updated bylaws, finalized policies, and near completion of required agreements and the local plan. Council staff affirmed that services remain operational in these areas and committed to ongoing updates and support to ensure all boards achieve full compliance and successful recertification.

7. Workforce Arizona Council Annual Report

Janice Garza, Workforce Policy Manager, presented to the Executive Committee the Workforce Arizona Council Annual Report. The discussion focused on the presentation and review process of the Council's

annual report, which is statutorily required to be submitted by December 1 to the Governor, legislative leaders, and the Joint Legislative Budget Committee. The report outlines statewide workforce performance across all four WIOA titles, including disaggregated data on individuals with barriers to employment and a new metric on services to employers. Council staff noted delays in obtaining Title II data due to vendor and data access issues but indicated that updates would be incorporated once received.

Committee members expressed concern about approving the report before reviewing the complete document, leading to the withdrawal of a motion for conditional approval. It was agreed that the draft report would be shared with all members within 24 hours for review and made available for full Council discussion next week, rather than being placed on the consent agenda. Members also emphasized the importance of ensuring the report's accessibility for individuals with disabilities and improving the timeline for review in future reporting cycles.

8. Workgroup Updates

- a. Training Effectiveness**
- b. Continuous Improvement**
- c. Increasing Apprentices**

Janice Garza provided an update on the Workforce Arizona Council's active workgroups, which have recently held kickoff meetings and begun project work for the program year. The Training Effectiveness Workgroup met on October 20 to review membership, time commitments, and charter revisions, as well as discuss updates to the HIT dashboard and data improvements. The Continuous Improvement Workgroup met on October 30, emphasizing collaboration with local area executive directors and reviewing a project on recapture and reallocation policy to strengthen statewide workforce objectives and fiscal oversight. This policy aims to establish clear guidance and checks and balances between the Council and DES on the use of recaptured funds, ensuring accountability while supporting efficient spending. Council members commended the partnership among DES, OEO, and the Council for developing a balanced, effective approach. Additionally, the Increasing Apprentices Workgroup held its kickoff meeting on November 3, focusing on employer engagement, developing a unified messaging strategy for business service representatives, and creating data-driven policy recommendations to expand apprenticeships. Workgroup Executive Sponsors will provide progress updates at future full Council meetings.

9. Agency Updates:

a. OEO: Director Mary Foote

OEO Director Mary Foote shared the following updates:

- **Workforce Arizona Summit: Recap and Next Steps**

A recap and the anticipated next steps of the successful 2025 Workforce Summit and planning for the 2026 event. Highlights included strong attendance, engaging sessions on labor market, economic, and demographic trends, and positive feedback about those expert-led discussions. Planning for the 2026 Summit is underway, with a tentative date in early June and a forthcoming survey to gather input on preferred session formats and topics, such as data analysis, policy discussions, and case studies.

- **2024 - 2034 Industry Employment Projections**

An update on employment projections, noting that while recent jobs reports have been delayed due to the federal government shutdown, a new 10-year employment projection report will be released shortly, outlining industry growth trends and areas of potential decline across Arizona's economy.

b. DES: Assistant Director Division of Employment And Rehabilitation Services, Anna Hunter

DES Assistant Director for the Division of Employment and Rehabilitation Services, Anna Hunter provided the Committee updates related to recaptured and reallocated funds, unemployment insurance benefits, rapid response efforts, and the TEGL 02-25: Industry-Driven Skills Training Fund Grant Program.

- **Recapture & Reallocation**

It was reported that approximately \$1.7 million in funds were recaptured for Program Year 2023/Fiscal Year 2024, with \$1.5 million coming from tribal areas, highlighting concerns about underutilized tribal allocations.

- **Unemployment Insurance Benefits**

The Department of Economic Security (DES) provided updates on the newly launched CACTUS unemployment insurance portal, which has processed over 179,000 claims and distributed nearly \$37 million in benefits, despite operational challenges stemming from federal funding cuts and a 60% staff reduction.

- **Rapid Response Update**

Updates were also shared on the state's Rapid Response process, which supports employers and employees during layoffs through coordinated local engagement and services.

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

Additionally, Arizona received a \$5 million federal grant under the Industry-Driven Skills Training Fund, focusing on advanced manufacturing training in Maricopa County, the City of Phoenix, and Pinal County, benefitting over 1,100 participants.

Overall, Council members discussed optimizing fund use, ensuring alignment between local and state priorities, and addressing the high level of unspent tribal funds through improved technical assistance and potential policy collaboration with tribal partners.

10. Adjournment

Chairman Gaspers provided the following reminders for upcoming meetings and then called for a motion to adjourn the meeting:

- Thursday, November 20, 2025: Full Council Meeting. This meeting will be in person and available via Zoom. The in-person location will be at: 1700 W. Washington Street, Room 200, Phoenix 85007
- Thursday, February 12, 2026: Executive Committee Meeting. This meeting will be held virtual via Zoom.

MOTION:

Chair Gaspers called for a motion to adjourn the meeting. Jenna Rowel made a motion; Vice-Chair John Walters seconded the motion.

All in Favor Vote Held:

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

Opposed: None

Motion Passed

Workforce Arizona Council
Eligible Training Provider List Policy

POLICY NAME: Eligible Training Provider List Policy

POLICY NUMBER: 10

EFFECTIVE DATE: TBD

ISSUING AGENCY: Workforce Arizona Council

SCOPE: All service providers operating Workforce Innovation and Opportunity Act (WIOA) Title I, WIOA fiscal agents, Arizona Department of Economic Security (DES) staff, Local Workforce Development Boards (LWDBs) and their staff, and the State Workforce Development Board (Council).

REFERENCES: Workforce Innovation and Opportunity Act (WIOA) of 2014; Federal Register 20 CFR § 680; Training and Employment Guidance Letter (TEGL) 3-18, Eligible Training Provider (ETP) Reporting Guidance under WIOA; TEGL 8-19, WIOA Title I Training Provider Eligibility and State List of ETPs and Programs; TEGL 8-19, Change 1, provides clarification on Registered Apprenticeship Programs (RAPs) as WIOA Title I Eligible Training Providers (ETPs). Training and Employment Notice (TEN) 9-20.

OBJECTIVE: This policy provides information and direction required under the Workforce Innovation and Opportunity Act (WIOA) for the State, LWDBs, and training providers on Arizona's statewide Eligible Training Provider List (ETPL).

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- VIII. Training Provider Registration Process
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I. Background

The Eligible Training Provider List (ETPL) supplies useful information on training

providers, the programs they provide, and the quality of their training programs. To maximize consumer choice and assure that all population groups are served, a comprehensive process must ensure that a significant number of qualified Eligible Training Providers (ETPs) are available to participants. Only approved programs listed on the State's ETPL are authorized for referral and enrollment of a WIOA participant. Eligible participants can use the ETPL to make an informed choice regarding training providers. In this way, the ETPL provides participants with an option, which also supports increased performance accountability.

The Governor, in consultation with the State Workforce Development Board, establishes the criteria, information requirements, and procedures, including procedures identifying the respective roles of the State and local areas, governing the eligibility of providers and programs of training services to receive funds through ITAs through 20 CFR 680.430 (a).

The Governor may designate a State agency (or appropriate State entity) to assist in carrying out the process and procedures for determining the eligibility of training providers and programs of training services through CFR 680.430 (b).

In Arizona, the State Workforce Development Board is called the Workforce Arizona Council. In Arizona, the State Administrative Entity is the Arizona Department of Economic Security.

II. General

The ETPL includes training providers who are eligible to receive WIOA Title I funds to train eligible adults, dislocated workers, and youth as well as training program cost, credential information, labor market information, and performance information. WIOA Title I programs are required to give priority consideration to training programs that are related to occupations in-demand in local workforce development areas in Arizona. Arizona's ETPL is available on the State's comprehensive workforce case management and reporting system of record, Arizona Job Connection (AJC). The State's system of record will be used through this policy to make reference to the AJC system.

Entities that fall under 20 CFR 680.320 and 20 CFR 680.530 are exempt from this policy.

Eligible Training Providers are entities that are qualified to receive WIOA Title I funds, according to criteria and procedures established by the Governor. To be eligible to receive monies, ETPs must be one of the following:

- A postsecondary educational institution that provides a program that leads to an associate degree, baccalaureate degree, diploma, recognized credential as defined in TEGL 10-16 (2) and all subsequent changes.
- An entity that conducts programs under the National Apprenticeship Act.
- A training provider that has demonstrated effectiveness in training populations that face established barriers to employment; or

- Other groups as determined by the Governor.

Training programs eligible for the ETPL include (TEGL 8-19):

- Occupational skills training, including training for nontraditional employment;
- On-the-Job Training (OJT);
- Incumbent Worker Training (IWT);
- Programs that combine workplace training with related instruction, which may include cooperative education programs;
- Training programs operated by the private sector;
- Skill upgrading and retraining;
- Entrepreneurial training;
- Job readiness training provided in combination with the training services described in bullets 1-7 of this list or transitional jobs;
- Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with services provided in any of clauses 1 through 7; and
- Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Training programs may be delivered in person, online, hybrid, or blended format and must lead to at least one of the following:

- An industry-recognized certificate or certification.
- A certificate of completion of a Registered Apprenticeship Program (RAP).
- A license recognized by the State involved or the Federal government. ●
- An associate or baccalaureate degree.

III. Registered Apprenticeships

All recognized RAPs are automatically eligible to be included on the statewide ETPL if they choose and are certified by a Federal or State Apprenticeship Office. RAPs are not subject to the same application, performance information requirements, or period of initial eligibility since they have already gone through a detailed application and vetting process through the Arizona Apprenticeship Office or US- Department of Labor (DOL) Office of Apprenticeship. The information required for an RAP program to be added to the ETPL is:

- Occupation(s) included within the registered apprenticeship program.
- Name and address of the Registered Apprenticeship Program Sponsor. ●
- Name and address of the related technical instruction provider, including the location of the facility if different from the program sponsor's address. ●
- Method and length of instruction.
- The number of active apprentices.
- Programs must be certified by the Federal or State Apprenticeship Office as an active Registered Apprenticeship program to be eligible for the ETPL. ●

Registered Apprenticeship Programs are required to ensure cost information including tuition and fees on the ETPL is current. Information will be reviewed periodically to ensure accuracy.

IV. Licensing and Business Requirements

In-state and out-of-state postsecondary institutions must be authorized by a State governing body to operate in the State of Arizona, or the state where they have operations if applicable. This does not apply to RAPs. Training providers must also:

- Be a legal entity, registered to do business in Arizona.
- Licensed through Arizona Private Postsecondary Education unless exempt under state law.
- Current license from appropriate Arizona or a state licensing authority.
- Comply with non-discrimination and equal opportunity provisions of all Federal and State applicable laws.
- Provide training that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities.
- Comply with all requirements from WIOA, federal regulations, federal guidance, and State policies.

Training providers that have been debarred by any State or the Federal government are not eligible to be included on the ETPL during the debarment period which can be found [here](#).

V. Initial Eligibility

Training providers that want to be placed on the statewide ETPL must complete the online application found on the State's comprehensive workforce case management and reporting system of record, Arizona Job Connection (AJC). The initial eligibility procedures apply to all training providers except for RAPs. Training providers must offer at least one program which meets state and local requirements and submit the following documentation for initial eligibility for the program:

- Description of each program of training services to be offered.
- Information concerning whether the provider is in a partnership with a business.
- Evidence that programs result in the awarding of an industry-recognized credential, or degree, including all appropriate industry competencies, licensing, and certification requirements as defined in TEG 10-16 (3) and subsequent changes.
- Cost information, including tuition and fees.
- Information that addresses alignment of the training services with in-demand industry sectors and occupations, to the greatest extent possible.
- Access to training services throughout the State (including rural areas and through technology use).
- The training provider must provide information to show that the program is made available to and used by the general public.
- The training provider must not charge more to WIOA participants than what is

advertised for the general public.

- One or more of the WIOA indicators of performance for all students: employment 2nd & 4th Quarter after exit, median earnings 2nd Quarter after exit, or credential attainment for the last four quarters.
- Complete and submit the required Training Program Credential Checklist (WIO-1031A).
- Provide training that are physically and programmatically accessible for individuals who are employed and individuals with barriers to employment, including individuals with disabilities.

V(A). Training Quality Requirements

To strengthen the quality of training programs listed on the Eligible Training Provider List (ETPL) and ensure alignment with statewide apprenticeship and training priorities, the following requirements apply to all new and continuing programs:

1. Minimum Operational History Requirement

Training providers must demonstrate a minimum of one (1) year of operational history for inclusion on the ETPL. Providers must supply documentation verifying at least 12 months of consistent program operation. New programs which have not operated for a full year under a training provider already approved on the ETPL may be approved if the training is for an in-demand industry or occupation

2. Recognized Credential Within Six Months of Completion

All programs listed on the ETPL must result in a recognized credential (as defined in TEG 10-16 and subsequent guidance) within six (6) months of training completion. Providers must document credential attainment processes and timelines. Programs unable to demonstrate compliance may be denied initial eligibility or removed during continued eligibility review.

3. Stackable Credential Requirement

Credentials issued by ETPL programs must be stackable toward higher education or employment progression.

Stackability may be demonstrated through articulation agreements, industry career pathways, employer commitments, or alignment with recognized occupational ladders. Programs must show clear labor-market relevance and advancement potential for participants.

Approved training providers receive initial eligibility for one year for a particular program.

VI. Continued Eligibility

After the initial eligibility expires, training providers are subject to application procedures for continued program eligibility every two years. All approved training providers on the ETPL are required to provide performance data on all training participants as required by WIOA section 116(d)(4). In addition, local areas will review

training provider performance specifically for WIOA participants.

Continued eligibility information:

- Total number of individuals served.
- Total number of individuals exited (includes students who completed, withdrew, or transferred out of the program).
- Total number of individuals who completed the program.
- Total number of exiters employed in the 2nd quarter after exit.
- Total number of exiters employed in the 4th quarter after exit.
- Median earnings of exiters in the 2nd quarter after exit.
- Total number of exiters who attained a credential during participation or within one year after exit.
- Average earnings in the 2nd quarter after exit.
- Average earnings in the 4th quarter after exit.
- Submit documentation of current status of provider meeting initial eligibility requirements.

Training providers may also be subject to additional continued eligibility factors listed in 20 CFR 680.460.

In addition to the continued eligibility elements outlined above, providers must also demonstrate compliance with the Training Quality Requirements listed in Section V(A). Failure to meet any of the requirements may result in denial of continued eligibility or removal from the ETPL.

VII. Training Provider Responsibilities

Training providers must:

- Answer all questions on the application located on the AJC website.
- Submit additional documents as needed to the Local Workforce Development Board (LWDB), the Workforce Arizona Council (WAC), and Department of Economic Security (DES) as required or requested.
- Provide periodic updates on WIOA training participants, including copies of credentials and transcripts received by WIOA participants as required or requested by the LWDB.
- Collect information about all students attending a training program as required for reporting of performance measures.
- Submit an Annual Training Performance Report to the system of record.
- Notify the LWDB of any changes or updates to a training program and update the system of record.
- Notify the LWDB of any other changes such as a change in the point of contact, a transition of the school's location, or impending sale or closure, and update the system of record.
- The training provider must not withhold services or credentials to the participant for delayed payment for training services.
- Training providers must upload to the state system of record (AJC) their training provider account information regarding partnerships with businesses. The evidence may include whether the training program was designed as a

result of the collaboration with the company and may include assurance from employers that they will hire students upon successful completion of the training program.

- Training providers may provide general information about WIOA but may not guarantee eligibility or assure enrollment.

Performance Data Requirements for Annual Reporting (Excluding Registered Apprenticeship Programs):

- ETPs must submit accurate and timely information for participants receiving training under WIOA Title I.
- ETPs must provide the information necessary to determine program performance and to meet requirements per WIOA. The ETP must agree to make their data available to validate the information submitted for reporting.
- The annual performance reports must contain individual-level data for all participants in programs offered by the ETP that include at least one (1) student receiving WIOA funding.
- The reports are due to the DES annually as agreed to in the Training Provider Assurances form (WIO-1040A FORFF).

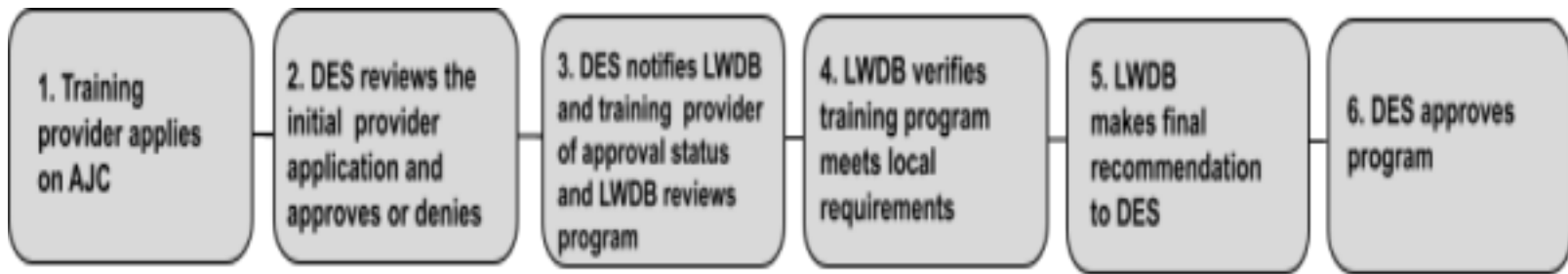
Training Provider Assurances:

- All Training providers must complete and sign the Training Provider Assurances form (WIO-1040A FORFF) to certify that their organization meets all WIOA and Arizona ETPL requirements and agrees to comply with all ETPL training provider responsibilities listed in this policy.
- The Training Provider Assurances (WIO-1040A FORFF) must be returned to the State ETPL Manager within 14 business days of receiving the form.

Required Training Provider Documentation:

- Training providers must make available the following documents upon request and during monitoring visits:
 - Current license(s) from the appropriate Federal, State, or professional licensing authority, where applicable (not required for Registered Apprenticeship Programs).
 - Certificate of Liability Insurance naming DES as the certificate holder, and as an additional insured with a \$2 million general aggregate limit (not required for public postsecondary institutions or Registered Apprenticeships).
 - LWDBs may also adopt a policy to require a Certificate of Liability Insurance naming the LWDB and/or subrecipient/fiscal agent as an additional insured.

VIII. Training Provider Approval Process



IX. State Responsibilities

The DES and the LWDBs share responsibilities for managing the eligible training provider process. DES is the designated State agency for WIOA administration and is responsible for:

- Approval and removal of providers and programs for the State ETPL.
- Ensuring that the information contained on the ETPL is accurate and current.
- Determining training providers' applications and programs approved by the LWDB are reviewed, and those approved are placed on the ETPL.
 - Establishing a process for adding programs to the ETPL and assessing program eligibility.
- Maintaining the list of eligible training providers and programs approved by LWDBs.
- Providing an updated list to all LWDBs and the public through the AJC website.
- Establishing initial eligibility criteria for new training providers and setting minimum levels of performance for all training providers to remain eligible and making that information available to the public.
 - Submitting all reports to the appropriate Federal Agency as required.
 - Distributing the ETPL, accompanied by credential, cost, and performance information for each ETPL training program throughout Arizona.
- Allowing training providers to appeal a denial or termination of eligibility, including an opportunity for a hearing at the State level, after a training provider receives an unsatisfactory decision.
- Monitoring training providers for training provider requirements.

X. Local Workforce Development Board (LWDB) Responsibilities

The LWDB is responsible for ensuring that all job center and partner staff members in the respective LWDA have access to the ETPL and are knowledgeable about its use; the LWDB will also provide local access to the ETPL for customers within the job centers.

The LWDB is also responsible for ensuring that:

- They work with the State to ensure that there are sufficient numbers and types of providers of training services.
- Training programs support in-demand industries.
- Programs that use technology-based learning meet all State and local

requirements.

- There are sufficient programs with expertise in assisting individuals with disabilities.
- There are sufficient training providers with expertise in assisting adults in need of adult education and literacy activities.

Additionally, the LWDB is responsible for:

- Reviewing for initial and continued eligibility.
- Ensuring participants who receive training are enrolled in approved training programs, as identified on the ETPL.
- Collecting performance and cost information and any other required information related to programs from training providers.
- Monitoring training providers for compliance and performance. ● Evaluating performance data of all training providers during the continued eligibility review to verify that the training programs meet minimum levels of performance.
 - Consulting with the State ETPL Manager in cases where removal of a training provider or program from the local ETPL is under consideration, or where there is a recommendation to remove a provider or program from the State ETPL.
 - Following State policies, assisting with the removal of training programs from the State ETPL that are found to not meet ETPL requirements and performance levels and/or are out of compliance with provisions of the WIOA.
 - Notifying training providers and the State ETPL Manager of denial of programs at the local level.
 - Allow training providers to appeal a denial or termination of eligibility of programs that includes an opportunity for a hearing at the local level, a timely decision, and a right to appeal to the DES if the provider is unsatisfied with the LWDB decision.

LWDBs may add additional requirements for providers and their programs on the local ETPL, except RAPs. However, if the LWDB is reviewing provider applications for inclusion on the State ETPL, it must do so using only the State's requirements as noted above and not the LWDBs additional requirements. All RAPs on the State ETPL must be on the local ETPL.

The LWDB may choose not to fund specific training programs based on, but not limited to, the following reasons:

- Lack of occupational demand; or
- High tuition costs compare to similar programs; or
- Lack of a living wage upon program completion

XI. Monitoring

- DES will monitor the LWDBs for ETPL compliance at a minimum of every two (2) years. DES must develop monitoring procedures and make them available to LWDBs.

- DES is responsible for monitoring training providers for accuracy for training provider information in the AJC system and compliance with training provider requirements in section IV of this policy.
- DES must monitor a minimum of fifteen percent (15%) of the training providers within the State each year between July 1 and June 30.
- DES must develop monitoring procedures for monitoring training providers for compliance with ETPL training provider requirements in section IV and make them available to training providers and LWDBs.
- Each LWDBs must monitor a minimum of fifteen percent (15%) of the training providers' programs each year between July 1 and June 30.
- The LWDBs must monitor training programs for compliance with state/ local ETPL policy, ETPL reporting requirements, accuracy of information in the program description in the AJC System, and Equal Opportunity requirements as part of the ETPL monitoring.
- The LWDBs must establish monitoring procedures and make them available to training providers and DES.

XII. Reciprocal Agreement

While the Arizona ETPL is the primary list of ETPs and programs to be used when referring an eligible WIOA Title I candidate to training, the LWDB can send a participant to training located in a different State if the training provider has a Reciprocal Agreement with Arizona. These agreements allow Arizona participants to use ETPs if that training provider appears on the other State's ETPL. Similarly, WIOA participants in the reciprocal States can utilize programs that are on Arizona's ETPL. Reciprocal agreement information can be found on the [DES website](#).

XIII. Third-Party Training Services

ETPL approved training providers who wish to partner with third-party training services must ensure the training service provider has a physical presence in the United States. The third-party provider must be authorized for postsecondary training by the appropriate State authorization agency and comply with all WIOA and ETPL procedures. Each program must be evaluated individually to determine if successful completion of the program results in an industry recognized credential. The ETPL training provider is responsible for collecting initial and continued performance data requirements of the ETPL annual reporting. Further, the certificate received by participants upon successful completion must be issued by the ETPL training provider. It must include the name of the training provider listed on the ETPL, not the name of the third-party training provider.

XIV. Removal of Program and Training Providers

Failure to meet performance requirements can result in punitive action to include written warnings, suspension, or removal of a training provider program from the ETPL. The State ETPL Manager must notify the training provider when a provider application or a training program has been denied or removed from the State ETPL. The LWDB must notify the State ETPL Manager and the training provider when a training program is denied or removed from the local ETPL, or if the LWDB is

recommending removal from the State ETPL. Both, the State ETPL Manager and the LWDB must communicate the decision to deny an application and/or the intent to deny eligibility or remove a provider or program to the other party before taking written action.

Training Providers must be removed if:

- All the training providers programs have been removed.
- The training provider has not maintained licenses or insurance. ● The training provider violates WIOA, Federal and State regulations, Federal and State policies, and Federal and State Laws.
- They make false claims to participants and/or the State Board and LWDBs. In addition to performance, programs must be removed if they no longer result in a credential.

Training Providers may be removed if:

- No WIOA participant has used this provider from the last two years of their renewal date.

Training providers eligibility will also be terminated if the training provider is determined to have committed a substantial violation. A substantial violation is identified when at least one of these types of violations has occurred:

1. Fails to meet the State's procedure for timely and accurately submitting required information for annual ETP performance reporting.
2. Fails to meet the State's procedure for timely and accurately submitting all required information for initial or continued eligibility.
3. Violates any provision of WIOA Title I or its regulations, including the nondiscrimination and equal opportunity provisions.
4. DES or the LWDB determines that the institution intentionally supplied inaccurate information within the state system of record (AJC).
5. The institution, over a period of five years, has had three separate complaints filed against it under 29 CFR part 38 of the WIOA nondiscrimination and equal opportunity provisions that have resulted in final determinations finding one or more violation(s).
6. The institution is found to have not complied with the corrective or remedial actions identified to end and/or redress the violation(s) stemming from a single complaint under 29 CFR part 38.
7. There is an order against the institution under 29 CFR § 38.113 suspending, terminating, denying, or discontinuing WIOA Title I financial assistance to the institution.

DES will consider exceptional circumstances beyond the institution's control (e.g., natural disasters, unexpected personnel transitions, and unexpected technology-related issues) when determining if an institution committed a substantial violation for failing to timely and accurately submit required information. If it is determined that an institution committed a substantial violation, the institution is prohibited from having its programs on the published ETPL for a minimum of two years

and it is liable to repay any WIOA Youth, Adult, and Dislocated Worker Program funds to the LWDB received during the period of noncompliance, and the timeframe is subject to local area policy.

If DES receives a WIOA participant complaint alleging these types of substantial violations, the complaint will be referred to the appropriate State or Federal investigative body for a determination. If a LWDB receives the complaint, it must notify DES. The process for removing an ETP from the ETPL is detailed in the DES Standard Work document.

XV. Appeals

Training providers have a right to appeal any DES or LWDB decision or action that has an adverse effect on the training provider's organization. Appeals regarding the eligibility of a training provider or program for the local ETPL must be filed with the LWDB within 45 days. LWDBs appeal policy for training providers must include an informal resolution process and an opportunity for a hearing. Appeals regarding the eligibility of a training provider or program for the State ETPL by DES must be filed with DES. All State-level appeals that are not resolved using the informal resolution process must be heard by the DES Office of Appeals.

CONTACT ENTITY: Inquiries regarding this policy must be directed to the Workforce Arizona Council staff at Workforce.Council@oeo.az.gov.

10 Eligible Training Provider List Policy				
Commenter (Please indicate your name/organization)	Policy Section/Element	Comment/Justification	Initial WAC Response	Action
Graciela Guzman/DES Title I Policy	I - Background	The acronym "ITAs" 1st time use, may want to spell it out.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	II - General	Under the 3rd paragraph "Eligible Training Providers" is listed may want to add "ETPs" after the word.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	II - General	Can you specify what is meant here by "diploma"?	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	II - General	Although, TEGL 10-16 (2) and subsequent changes is listed; TEGL 10-16, change 3 was released June 11, 2024.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	II - General	Under bullet #9 in section listed as "Training programs eligible for the ETPL include (TEGL 8-19);" the following is not clear "in any of clauses 1 through 7" --which list 1 through 7? The list under this section are bullets and not numbers.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
		This section list Labor Market Information. For the Wages info that is added to the AJC system, we recommend that the requirement be to enter Median Earnings rather than Entry-Level wages. Our data analyst recommend Median Wage be used as there is no single definition of "Entry Level". From occupational wage data the BLS computes the 10, 25, 50, 75 and 90 percentile of the wage distribution for each occupation. It is not unreasonable to say that Entry Level would be in the lower percentiles of the distribution there is no rule. Since there is no rule and no source for AJC to direct users to get "entry level" wage, it is best to just ask training providers to provide the Median wage. The median wage is provided on ONET, e.g. https://www.onetonline.org/link/localwages/31-9091_00?zip=85132 , for each occupation. It is clearly labeled and defined.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	II. General	Suggest to add a reference to TEGL 08-19, Change 1.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	III. Registered Apprenticeships	Define periodically in policy. It is important that information list of the ETPL is current and accurate.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	III. Registered Apprenticeships	Add the name of the employer or employers that employ the apprentices. Add information on how to apply for the apprenticeship. Since a registered apprenticeship is a job. There must be information on the employer. If there is not a employer willing to work with the related training then its should only be consider training, not a registered apprenticeship. Also, if the registered apprenticeship is only open to incumbent employees, this information should also be provided for transparency.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	IV. Licensing and Business Requirements	The link listed under this section is broken.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Graciela Guzman/DES Title I Policy	V. Initial Eligibility	Suggestion to list the most current TEGL 10-16 (3) and subsequent changes.	The section has been updated	Revised
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	V. Initial Eligibility	To date DES has not developed procedures for initial eligibility of training providers, this document is needed to be made public for transparency.	The policy effectiveness as a whole was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Yannel Reyna/Central Arizona College	V(A)	Workforce needs can change quickly, and providers often need to launch new programs to meet immediate demand. Requiring twelve (12) months of documented program history before a program can be added to the ETPL may delay access to strong, in-demand training.	Section V(A)(1) policy revision addressess new providers who have not established one year of operational history, new programs after this period may be approved if the training is in an in demand industry or occupation.No further changes to the language will be made at this time.	No Change
Andrew Clegg/Central Arizona College	V(A) 1.	The hard requirement for 12 months of program operation, with a vague "in demand" exception, creates appeal risk and may unintentionally block otherwise qualified providers and newly launched programs responding to emerging workforce needs. Recommendation: Replace with a "demonstrated capacity and readiness" standard rather than a bright-line exclusion rule.	Section V(A)(1) policy revision addressess new providers who have not established one year of operational history, new programs after this period may be approved if the training is in an in demand industry or occupation. No further changes to the language will be made at this time.	No Change
Elena Felix/ARIZONA@WORK Yuma County	V(A) 1.	What type of documentation must be supplied by the provider? Include examples. Is this the responsibility of local areas to collect or the State? Where will this information be filed? uploaded in AJC? When we say 1 year of operational history, are we referring to 1 year of the training provider operating as a school/institution, etc? or the specific training program operating for 1 year ?	Section V(A)(1) policy revision addressess new providers who have not established one year of operational history, new programs after this period may be approved if the training is in an in demand industry or occupation. No further changes to the language will be made at this time.	No Change
Andrew Clegg/Central Arizona College	V(A) 2.	Requiring a credential within six months of training completion does not account for licensure timelines, third-party testing cycles, or longer academic pathways. This is outside provider control and highly vulnerable to appeal. Recommendation: Require programs to lead to a recognized credential pathway and disclose typical timelines rather than imposing a strict six-month rule.	The requirement remains unchanged; however, eligible training providers must document credential attainment processes and timelines for each approved program. Providers are expected to coordinate licensure, third-party testing, and academic pathways in advance before adding a new program to the ETPL.No further changes to the language will be made at this time.	No Change
Elena Felix/ARIZONA@WORK Yuma County	V(A) 2.	Where will training providers document their credential attainment processes and timelines? Do they provide this information to the local area or the State? Will this be added to the AJC system that credentials were attained within 6 months after training completion? This will bring alot of confusion. Providers are currently providing initial performance if any, then they provide continued eligibility performance which timeframes vary depending on their initial date of approval in the ETPL and its two years of data, apart from that they still have to report annual ETPL performance where each measure has it's own cohort dates. Do not recommend adding this requirement of credential attainment within 6 months.	The requirement remains unchanged; however, eligible training providers must document credential attainment processes and timelines for each approved program. Providers are expected to coordinate licensure, third-party testing, and academic pathways in advance before adding a new program to the ETPL.No further changes to the language will be made at this time.	No Change
Andrew Clegg/Central Arizona College	V(A) 3.	Requiring proof of "stackability" introduces subjectivity and inconsistent interpretation across LWDBs. Stackability is a preference, not a universal attribute of valid credentials. Recommendation: Make stackability a preferred factor or disclosure item rather than a condition of eligibility.	This approach aligns with Workforce Pell eligibility requirements. Eligible training providers must demonstrate that each program leads to credential attainment and accounts for any additional training needed to meet industry standards, including appropriate entry levels for participants. Providers are expected to coordinate curriculum development in alignment with industry standards, licensure, third-party testing, and academic pathways prior to adding a new program to the ETPL. No further changes to the language will be made at this time.	No Change
Elena Felix/ARIZONA@WORK Yuma County	V(A) 3.	The section indicates that the credential Must be stackable . So if the credential is only portable and industry recognized, then we can't approve the program? Commercial Truck Driver License is not a stackable credential.. but is portable and industry recognized.. providing sustainable wages for participants..	This approach aligns with Workforce Pell eligibility requirements. Eligible training providers must demonstrate that each program leads to credential attainment and accounts for any additional training needed to meet industry standards, including appropriate entry levels for participants. Providers are expected to coordinate curriculum development in alignment with industry standards, licensure, third-party testing, and academic pathways prior to adding a new program to the ETPL. No further changes to the language will be made at this time.	No Change
Graciela Guzman/DES Title I Policy	V(A). Training Quality Requirements	Typo under the section "1. Minimum Operational History Requirement" under "isr a"	Section correction completed	Revised

Graciela Guzman/DES Title I Policy	V(A). Training Quality Requirements	Under section "1. Minimum Operational History Requirement", suggest to separate the sentence which begins with "New programs" under its own paragraph.	The language has been revised for ease of readability.	Revised
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	VA. 1	ARIZONA@WORK Pinal County supports the addition of this requirement		No Change
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	VA. 2	The credential attainment rate as described in TEGL 10-16, Change 3 allows for the credential to be obtain up to 1 year after exit. I recommend the policy align with the related performance measure. I am unclear what problem this policy change is addressing, more information is needed. Are students finding it hard to schedule credentialing exams after completing the training?	The requirement remains unchanged; however, eligible training providers must document credential attainment processes and timelines for each approved program. Providers are expected to coordinate licensure, third-party testing, and academic pathways in advance before adding a new program to the ETPL.No further changes to the language will be made at this time.	No Change
Laura Whitehead/City of Phoenix	VI - Continued Eligibility	Section VI current continued eligibility policy indicates that a credential must be attained within one year after exit . New policy changes indicate that providers must also comply with section V(A) as part of continued eligibility which indicates that programs must result in a recognized credential within six months after training completion . This means providers must now meet two separate timelines: (1) programs must be designed so credentials are achievable within six months of training completion, and (2) participants must actually earn the credential within one year of exit. These dual requirements may create challenges for programs that traditionally take longer than six months to credential participants.	The requirement remains unchanged; however, eligible training providers must document credential attainment processes and timelines for each approved program. Providers are expected to coordinate licensure, third-party testing, and academic pathways in advance before adding a new program to the ETPL.No further changes to the language will be made at this time.	No Change
Elena Felix/ARIZONA@WORK Yuma County	VI Continued Eligibility	Why ask for the same information again for continued eligibility when this has been collected for initial Eligibility? This is repetitive collection of information for the training provider.	Section VI requires providers to demonstrate compliance with the newly added Section V(A) Training Quality Requirements as part of continued eligibility. Failure to meet these requirements may result in denial of continued eligibility or removal from the ETPL. No further changes will be made at this time	No Change
Yannel Reyna/Central Arizona College	VI Continued Eligibility	The continued eligibility process requires significant time and ongoing administrative effort to maintain existing programs. As more programs are added, the workload increases substantially, reducing capacity to expand new offerings and limiting student access to training. Additionally, much of the required documentation and reporting is repetitive, requiring providers to resubmit information that has not changed since prior eligibility or reporting cycles.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.Section VI requires providers to demonstrate compliance with the newly added Section V(A) Training Quality Requirements as part of continued eligibility. Failure to meet these requirements may result in denial of continued eligibility or removal from the ETPL. No further changes will be made at this time	No Change
Moriah Robles/ARIZONA@WORK Pinal County/ Pinal County	VI. Continued Eligibility	Collection of data for continued eligibility needs to simplified. Using two set of data for annual and continued eligibility is confusing which leads to report errors. One issue with continued eligibility is each program as a distinct due date, and unique reporting period. The AJC system is driving policy and its overcomplicated. My suggestion is to use data submitted for the ETPL Annual Reports, data from the HIT dashboard, information from the Training Program Credential Checklist, and Labor market information, including median earnings, and the number of projected jobs in the LWDA when evaluating a program for continued eligibility.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.Section VI requires providers to demonstrate compliance with the newly added Section V(A) Training Quality Requirements as part of continued eligibility. Failure to meet these requirements may result in denial of continued eligibility or removal from the ETPL. No further changes will be made at this time	No Change
Andrew Clegg/Central Arizona College	VII	Requiring providers to submit individual-level data for all students in a program if one WIOA participant is present creates serious FERPA, privacy, and legal data-sharing concerns. Recommendation: Limit individual-level reporting to WIOA participants and rely on aggregate reporting plus state wage record matching for performance measures.	This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change
Andrew Clegg/Central Arizona College	VIII	Allowing removal of providers simply because no WIOA participant used them in two years is inconsistent with the intent of ETPL eligibility and creates clear appeal exposure. Recommendation: Replace removal with an "inactive status" that preserves eligibility while requiring verification of current program information.	The ETPL under WIOA is designed to support job-driven training, accountability of training providers, and consumer choice by publicly listing training programs that have been vetted as capable of producing credential attainment and employment outcomes. This section of the policy was not reviewed for revisions during this cycle. All comments received will be documented and retained for consideration in future policy review and revision processes.	No Change