



Innovative Workforce Solutions

WORKFORCE ARIZONA COUNCIL

Full Council Meeting

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

REMOTE MEETING VIA ZOOM:

<https://us02web.zoom.us/j/85113856459?pwd=5hP7LHnMEjI7IR6L8GbdQGqbToqXnm.1>

Meeting ID: 851 1385 6459 **Passcode:** 266692

- 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. Success Story, SEAZ Deputy Director, Vickie Simmons (5 minutes)**
- 5. Chairman Updates, Chair Mark Gaspers (8 minutes)**
 - a. Workforce Arizona Council Retreat Recap
- 6. Consent Agenda, Vote, Chair Mark Gaspers (2 minutes)**
 - a. 11.20.2025 Meeting Minutes
- 7. Elections, Vote, Chair Mark Gaspers (20 minutes)**
 - a. First Vice Chair
 - b. 2nd Vice Chair
- 8. Workgroup Updates, Chair Mark Gaspers (20 minutes)**
 - a. Continuous Improvement, John Walters
 - i. Eligible Training Provider List Policy Update, **Vote**
 - b. Training Effectiveness, Kristen Mackey
 - c. Increasing Apprentices, Dennis Anthony
- 9. Governance and Compliance, Patrick Brown (5 minutes)**
 - a. **2025 LWDB Recertification**
 - i. Coconino County Workforce Development Board Update
 - ii. Arizona Tribal Workforce Development Board Update
 - iii. Northeastern Arizona Local Workforce Development Board, **Vote**
 - b. **LWDB Membership Vacancy Waiver Request, Vote**
- 10. State Plan Modification Updates, Patrick Brown (10 minutes)**
- 11. Coconino County Local Workforce Development Board Report Update, Patrick Brown (5 minutes)**
- 12. Agency Updates:**
 - a. **OEO: Director Mary Foote (15 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 Deputy Assistant Director, Tom Colombo (15 minutes)**
 - i. Workforce Innovation and Opportunity Act (WIOA) Waiver Information
- 13. Adjournment, Chair Mark Gaspers (2 minutes)**

a meeting open to the public, on Thursday, March 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

Full Council
March 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



Success Story: Southeastern Arizona Local Workforce Board

Vickie Simmons, Deputy Director



Chairman Updates

Mark Gaspers, Chair



Consent Agenda

- **Approval of Meeting Minutes: November 20, 2025 Full Council Meeting**



Elections: Vice Chair and Second Vice Chair

Mark Gaspers, Chair



Election Process

- Officers are elected for a **three-year term**
- Seats to be filled during the election:
 - First Vice Chair
 - Second Vice Chair
- Positions must be filled by business members to comply with WIOA requirements.
- Elections occur at the first regularly scheduled meeting of each calendar year (as needed or if a vacancy occurs).
- **First Vice Chair:** Vice Chair will perform the Chair's duties in the event of the Chair's absence at meetings or in such circumstances where the Chair will relinquish duties to the Vice-Chair
- **Second Vice Chair:** In the absence of the Council Chair and Vice Chair, the Second Vice Chair will perform all duties of the Chair.

Workgroup Updates

Workgroup Executive Sponsors



Continuous Improvement, Vice Chair John Walters

WAC ETPL Policy Revision

Purpose

- Align training provider standards with Workforce Pell requirements
 1. Quality Safeguards
 - a. Minimum Operational History Requirement for Training Providers
 - b. Recognized Credential Within Six Months of Completion
 - c. Stackable Credential Requirement
 2. Continued Eligibility
 - a. Demonstrated Compliance with the interim provisions
- Stakeholder Public Comments
 - ETPL Draft Policy was released for a public comment period between 1/28-2/10

Action Item: Motion to approve the recommended Eligible Training Provider List Policy update.

Continuous Improvement, Vice Chair John Walters

- Overview of Workgroup Objectives and Metrics
 - The Continuous Improvement (CI) Workgroup has been advancing two primary policy initiatives:
 - The Development of a Recaptured Funds Policy for WIOA Title I funding.
 - ✓ An Interim Eligible Training Provider List (ETPL) policy revision to align with short-term Pell program requirements.
- Next Steps & Action Items
 - Finalize Recaptured Funds Policy revisions
 - Executive Committee review and action
 - Workforce Arizona Council approval
- Future Continuous Improvement Focus
 - Develop Key Performance Indicators (KPI framework)
 - Review allocation formulas
 - Update CI Workgroup Charter



Training Effectiveness, Kristen Mackey

- **Overview of Workgroup Objectives and Metrics**

Focus Areas:

- Implementation of High Impact Training (HIT) Data
- Improving referral coordination across local workforce areas
- Supporting data-informed training investments
- Enhancing job seeker access to career outcome information

Goal: Strengthen workforce system decision-making using training performance data.

- **Key Accomplishments to Date**

System Implementation:

- HIT Data:
 - Statewide analysis completed
 - Dashboards released
 - Presentations delivered to nearly all local workforce boards
- Local Application:
 - HIT data informing ITA funding strategies
 - Use in ETPL review and program approvals
 - Support for sector-based training investments
- System Coordination:
 - Peer learning on referral processes
 - Shared referral tools and templates developed



Training Effectiveness, Kristen Mackey

- **Next Steps & Action Items**

Workgroup Priorities

- Arizona Workforce Summit
- Proposed panel on practical use of HIT tools
- Potential recognition for high-performing training providers

System Improvements

- Expand HIT data technical assistance
- Develop job seeker outreach tools
- Document referral system best practices

Next Meeting: **April 21, 2026**



Increasing Apprentices Workgroup, Dennis Anthony

- Overview of Workgroup Objectives & Metrics
 - Apprenticeship remains a high-priority workforce strategy aligned with industry demand.
 - Supports earn-and-learn pathways, credential attainment, and wage progression.
 - Strongest participation currently in construction, healthcare, and manufacturing.
- Next Steps
 - Leveraging intermediaries and apprenticeship sponsors to support employers.
 - Using incumbent worker and customized training as entry points to apprenticeship.
 - Growing interest in peer learning across local workforce areas.
- Action Items
 - The Arizona Office of Economic Opportunity is coordinating with the Arizona Department of Economic Security and the State Apprenticeship Office to expand statewide apprenticeship strategies.
 - The current Increasing Apprentices Workgroup will conclude at the end of Q1 to align with this broader statewide effort.

Governance and Compliance

Patrick Brown, Workforce Council Administrator



2025 LWDB Recertification

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 Updates

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 and currently undergoing local legal review
 - Title III board appointment has been completed
 - Current outstanding requirements - membership requirement, SGA and Bylaw updates
 - Currently on track for Q2 recertification recommendation to the WAC

Arizona Tribal Workforce Development Board

- **Key Outcomes:** Established a timeline for completion and submission of remaining recertification documents
- **Documents successfully submitted:**
 - Signed Consortium Agreements (all 13 tribal governments)
 - Signed Shared Governance Agreements (all 13 tribal governments)
- **Remaining/ongoing items:**
 - Local Plan in progress; anticipated completion: April 2026
 - One-Stop Operator: RFP unsuccessful; ATW evaluating alternatives, including self-operation (allowed under WIOA with required conditions)
- **Staff summary / next steps:**
 - ATW is making measurable progress toward recertification
 - Staff will continue technical assistance, monitor the timeline, and provide additional updates and recommendations as submissions are received and reviewed



2025 LWDB Recertification

Northeastern Arizona Workforce Development Board

- Council staff reviewed NEAZ's recertification status on March 4 and is prepared to recommend NEAZ for recertification based on completion of required items and no remaining compliance barriers.
- Recertification
 - After a review of required documents and processes, **NEAZ is recommended for recertification.**

Action Item: Motion to approve the recommended 2025 LWDB Recertification for Northeastern Arizona Local Workforce Development Board.



Membership Vacancy Waiver Request

Patrick Brown, Workforce Council Administrator



Membership Vacancy Waiver Request

- **Council's Local Board Governance Policy**

- *“Vacancies. LWDB vacancies and reappointments must be filled within 120 days of vacancy. In the event a vacancy cannot be filled within 120 days, the CEO must request a waiver in writing to the Workforce Council Project Manager with an explanation of why a vacancy was not filled in the 120 day timeframe and a description of the process to fill the vacancy. The CEO must maintain written approval of the waiver request by the Council and will be monitored according to the process outlined in their approved waiver request.”*

- **Arizona Tribal Workforce Development Board**

- Board Membership Waiver Request
 - LWDB seat representing the **White Mountain Apache Tribe (2/26/2026)**

Action Item: Motion to approve the Arizona Tribal Workforce Development Board Membership Waiver Request.

State Plan Modification Update

Patrick Brown, Workforce Council Administrator



State Plan Modification Recap

- **What is the WIOA State Plan?**
 - Arizona's official roadmap for running WIOA-funded workforce programs—aligning partners, setting priorities and performance goals, and showing how services help workers get jobs and employers find talent.
- **Modification**
 - A required mid-cycle update to the State Plan adjusting strategy, targets, and key program details to reflect current conditions and keep the plan compliant and effective for the remaining two years.
- **Guidance for the Modification**
 - States received guidance from the Department of Labor outlining the focus for modifications to the state plan on January 29, 2026

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 **April 30, 2026**.

Compliance Anchors

- States must submit a two-year modification of the WIOA Unified State Plan; extended submission deadline is 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). **Taking place between 3/23 to 4/3**
- 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 - “What’s Changed?”

Summary of Key Changes

- 1. Updated labor market and demographic analysis**
- 2. Revalidation of in-demand industries and priority sectors**
- 3. America’s Talent Strategy alignment and auditability**
- 4. Operational updates across Titles I–IV**
- 5. Performance updates and methodology**
- 6. Stakeholder engagement and public comment documentation**

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	3/6/2026	
WAC Full Council Update	3/12/2026	
Public comment complete + responses finalized	3/23 - 4/3/2026	TEGL 07-25, p. 6-7
WAC Executive Committee Update	4/9/2026	
WAC Special Meeting: Final approval complete	4/16/2026	
Submission to State Plan Portal	4/30/2026	TEGL 07-25, p. 1-2

Coconino County Local Workforce Development Board Report Update

Patrick Brown, Workforce Council Administrator



Coconino County Local Workforce Development Board Report

Progress Update:

- Staff has completed a draft report and has since worked with the Arizona Attorney General's Office to finalize our report.
- Based on our review, and the positive progress being made by the Coconino County Workforce Area, staff are revising the report with a target of presenting findings to the Executive Committee in April.
- The inquiry remains under legal review and is being handled separately from the recertification process.
- **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.

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



Jessi Pederson
Director
The Greater Arizona
Development Authority
(GADA)



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**



Keynote Speaker

Frederick Shegog

- **Keynote Speaker for June 10th**
 - Founder, The Message LLC
 - Nationally recognized keynote: “What Is Your Legacy?”
 - Direct tie to Summit themes: brings the human factor to workforce
 - Brought to us in partnership with the Arizona Center for Community College Success





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

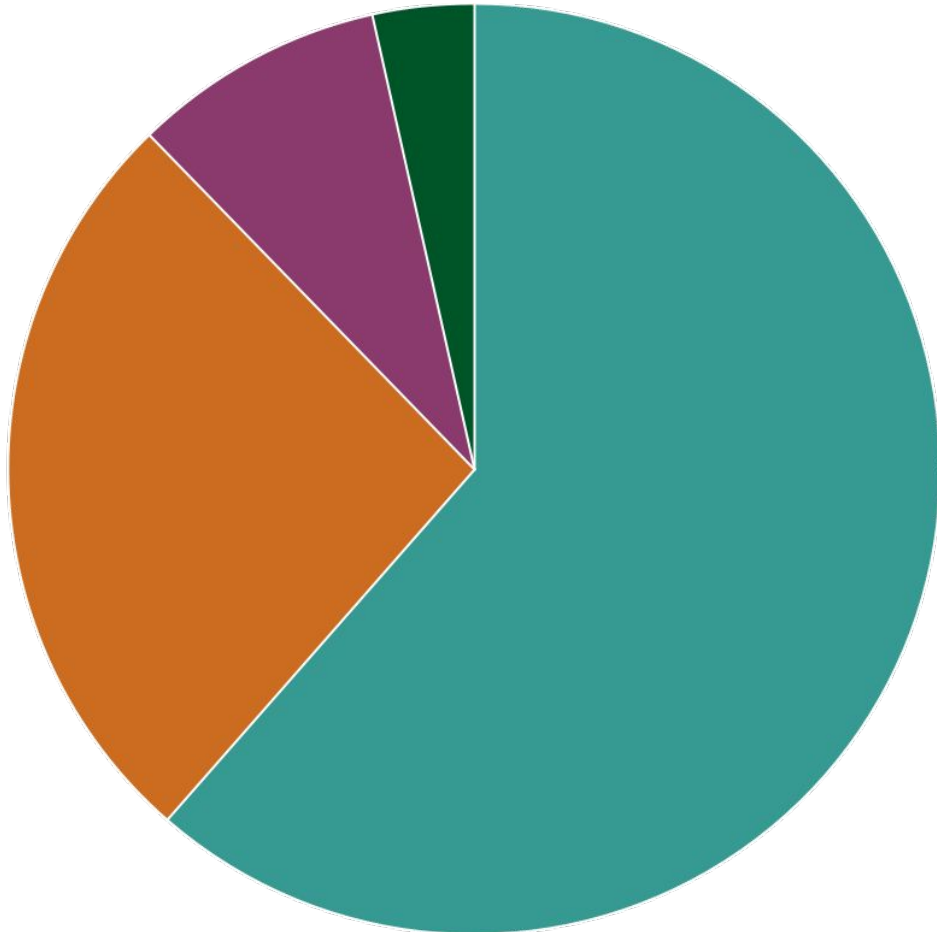
Priority Health Initiatives Grants Portfolio

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.

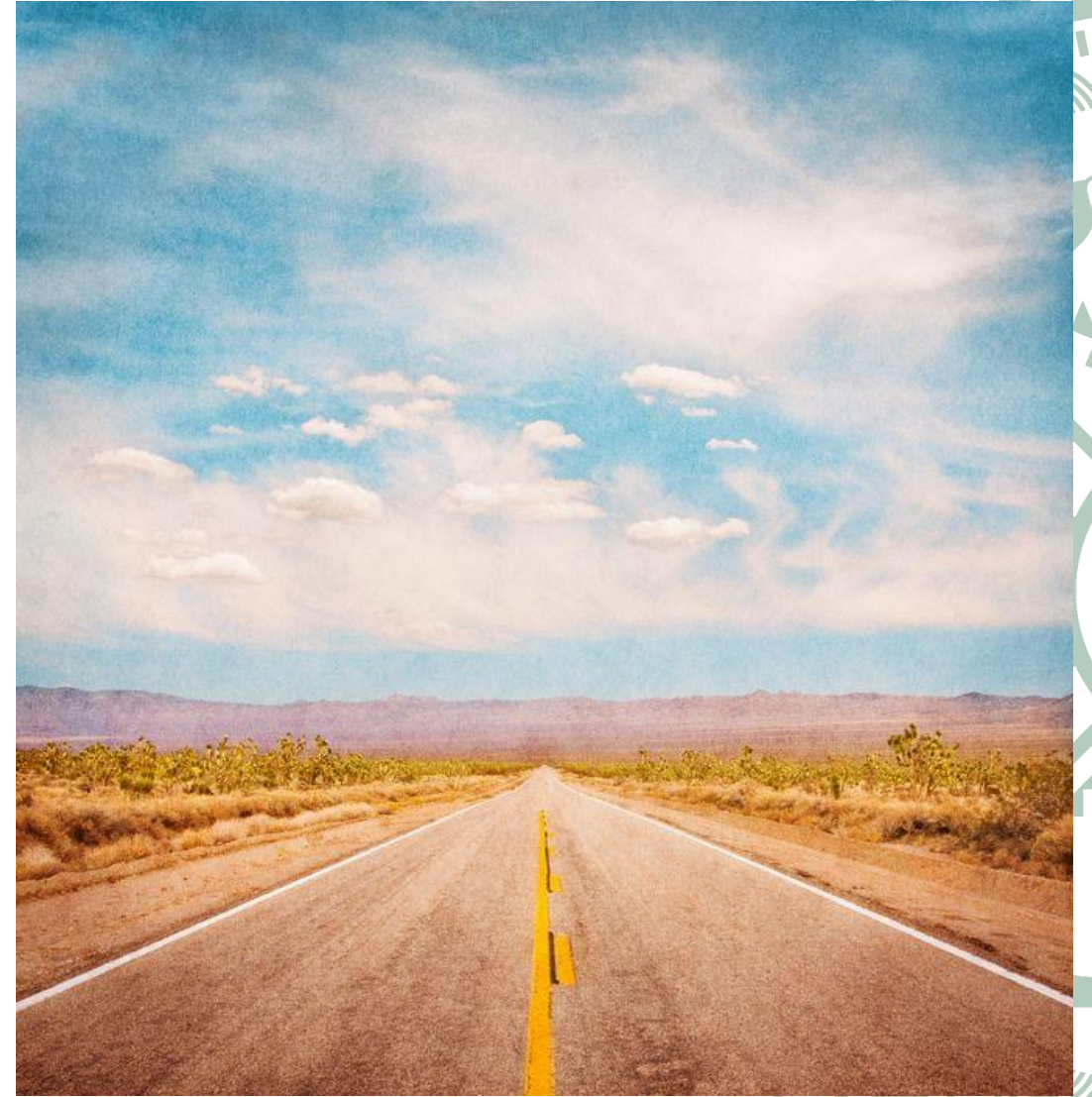
Arizona
Healthcare
Workforce
Project and Rural
Innovation
Learning
Network

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



2025 YEAR-END LABOR MARKET HIGHLIGHTS

Arizona reported faster growth in four key indicators to end 2025:

- Arizona nonfarm employment increased by 0.7% year-over-year (YoY); US jobs increased by 0.3%
- The Arizona labor force increased by 2.5% YoY, compared to 1.8% U.S. labor force growth.
- The Arizona unemployment rate held at 4.3% compared to the U.S. rate of 4.4%
- Arizona average hourly earnings increased by 3.5% YoY, while U.S earnings increased by 3.1% YoY

U.S. EMPLOYMENT SLOWDOWN

February 2026 Jobs Report

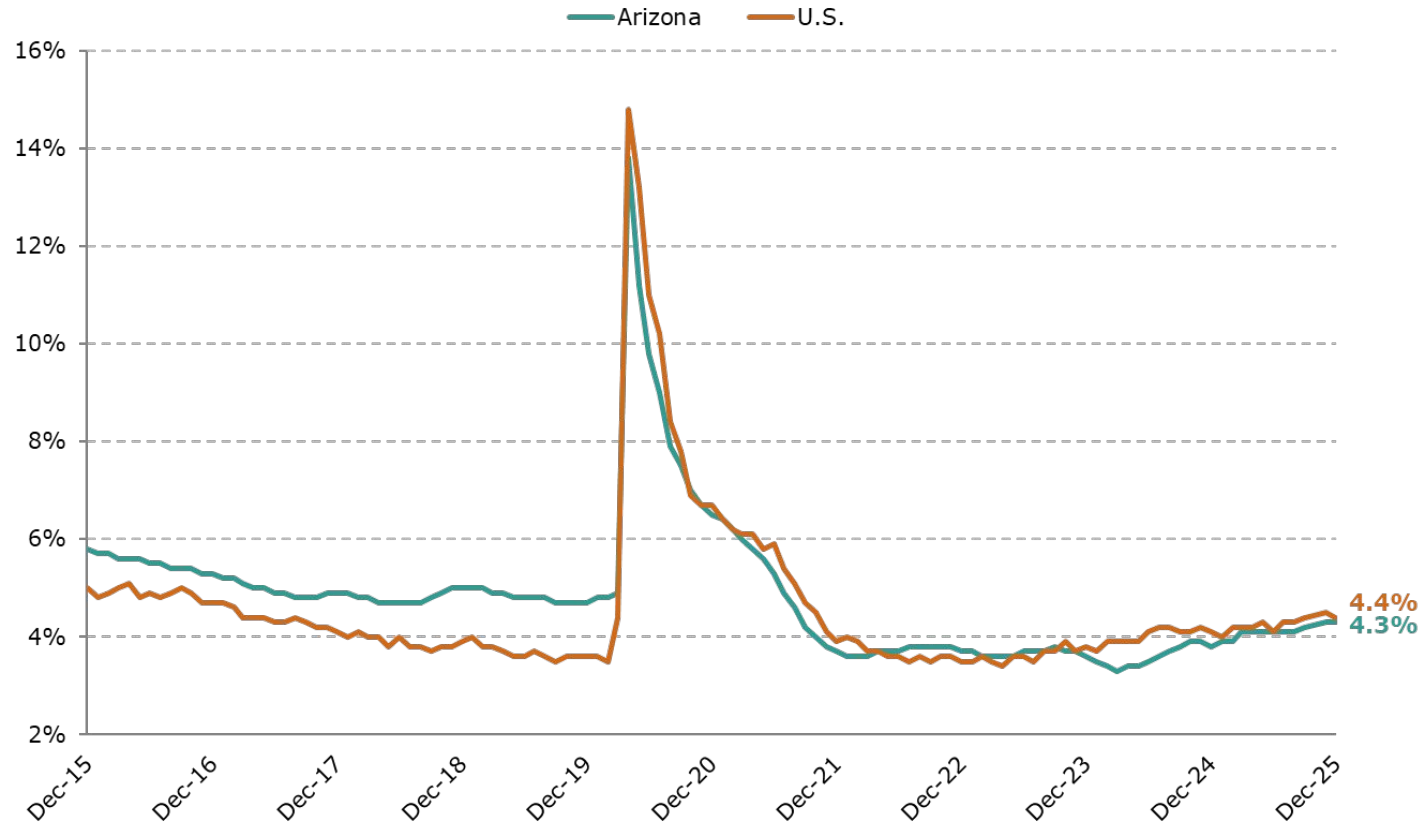
- Total nonfarm payrolls fell by 92,000 in February 2026, instead of the modest gain forecasters expected.
- The number of unemployed people rose by about 203k, increasing the unemployment rate to 4.4% from 4.3% in January.
- Long-term unemployment (27+ weeks) was roughly 1.9 million, up from 1.5 million a year earlier, accounting for about a quarter of all unemployed.

2025 Benchmark Revisions:

- After the benchmark, seasonally adjusted total nonfarm employment in December 2025 was revised down by 1.029 million jobs.

U.S. AND ARIZONA UNEMPLOYMENT RATES

Seasonally Adjusted, Rounded to Nearest Hundred



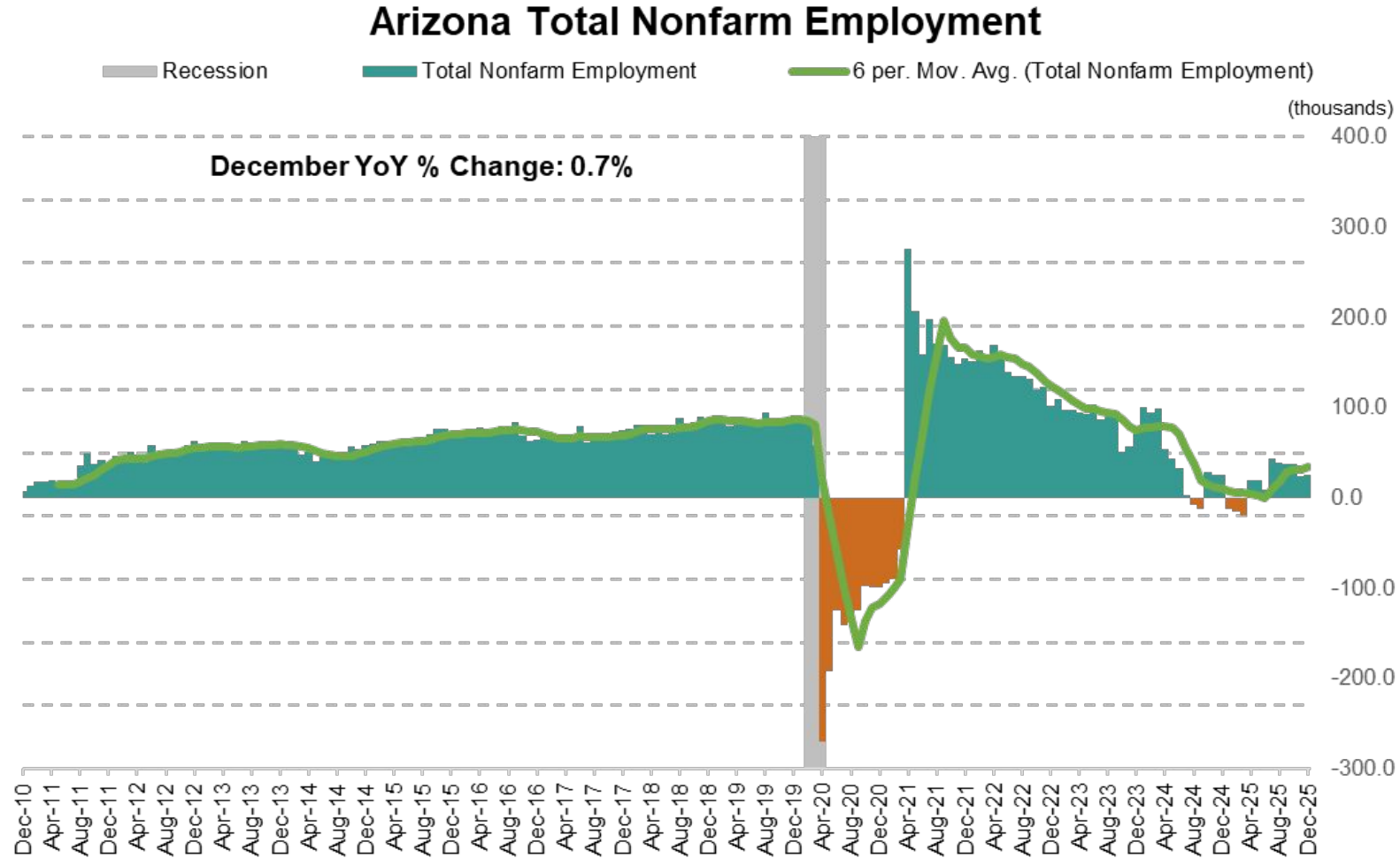
PERIOD	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
Dec-25	3,853,100	3,685,900	167,200	4.3%
OTM CHANGE	9,500	7,700	1,800	0.0
OTY CHANGE	92,900	70,100	22,700	0.5

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



YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted



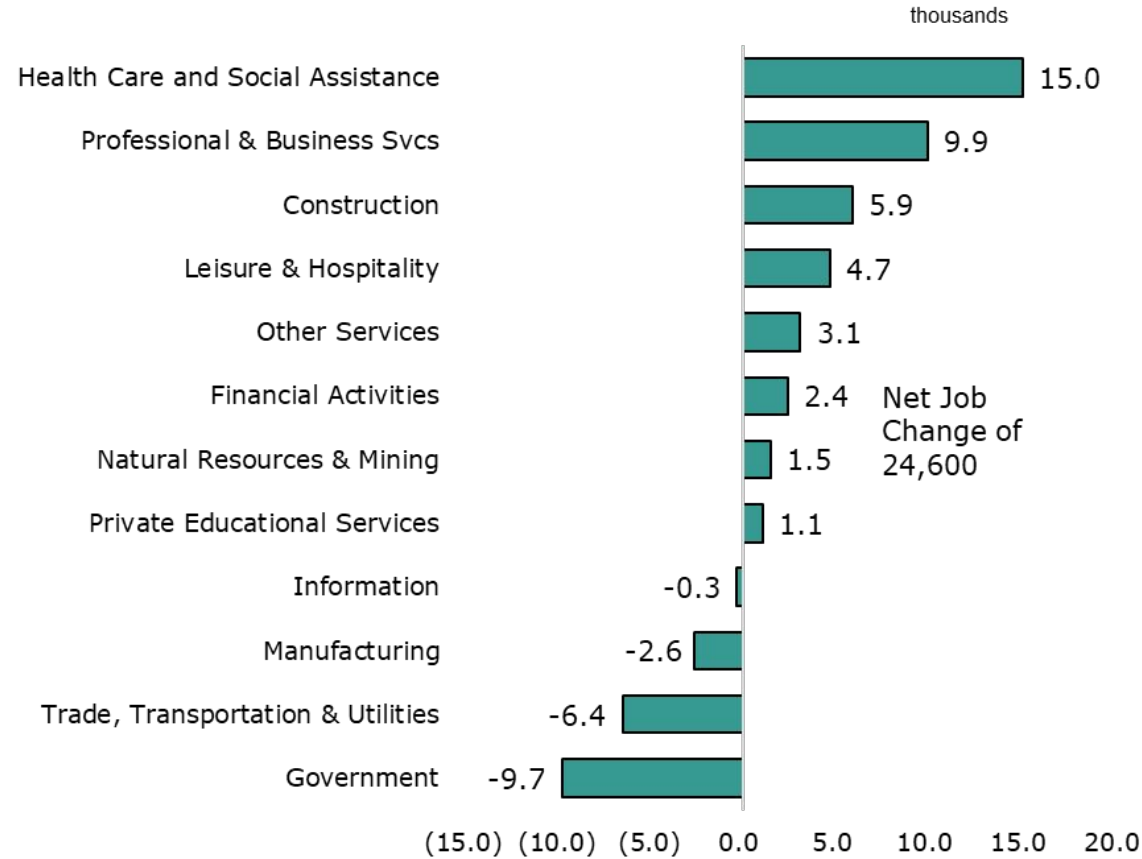
Source: Produced by the Arizona Office of Economic Opportunity in Cooperation with the U.S. Dept. of Labor, BLS



YEAR-OVER-YEAR EMPLOYMENT CHANGE

Not Seasonally Adjusted, December 2025

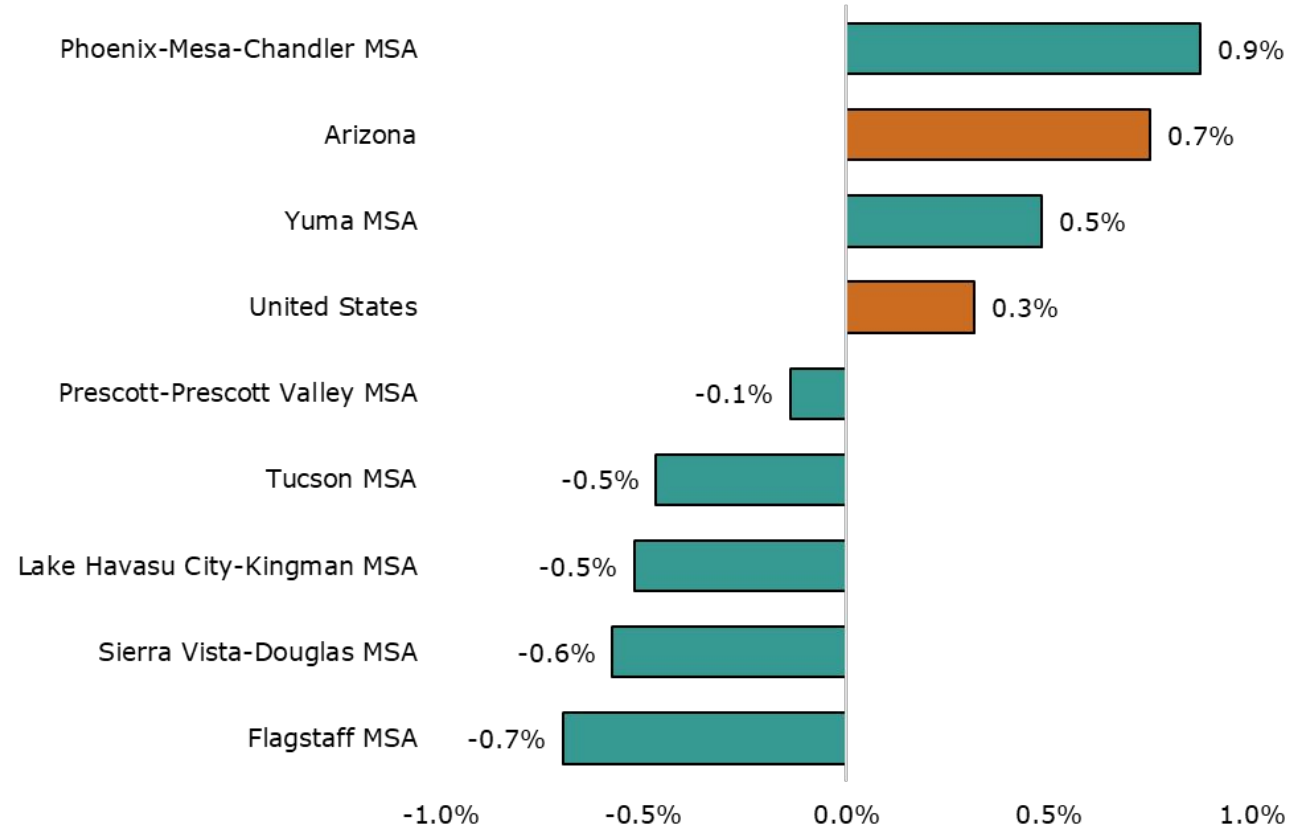
Arizona NSA Year-Over-Year Employment
Gain/Loss by Sector



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



ARIZONA PROJECTIONS HIGHLIGHTS

Positive but slowing statewide employment growth from 2025 Q2 through 2027 Q2

- Arizona employment is projected to grow by +46k jobs (+0.7% annual growth)
- Ten of the 12 industry sectors are projected to add jobs
- **Fastest Growing Industries:**
 - > Health Care and Social Assistance (+26k jobs, 2.6% annual growth)
 - > Leisure and Hospitality (+6k jobs, 0.7% annual growth)
 - > Trade, Transportation, and Utilities (+7k jobs, 0.6% annual growth)
- **Declining Industries:**
 - > Educational Services (-3k jobs)
 - > Information (-700 jobs)



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

Workforce Innovation and Opportunity Act (WIOA) Waiver Information

Tom Colombo, DERS Deputy 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



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?

REMINDERS:

- **Special Full Council Meeting on 04/16/2026**
Virtual via Zoom
- **Full Council Meeting on 05/14/2026**
Hybrid Meeting (Zoom) & In-Person: 1700 W Washington Street,
2nd Floor Conference Room
- **Arizona Workforce Summit on 6/9/2026-6/10/2026**
Mesa Convention Center, Building C, 263 N Center St, Mesa, AZ
85201

Thank You!



WORKFORCE ARIZONA COUNCIL
Q4 2025 Full Council Meeting Minutes

Thursday, November 20th, 2025 | 1:00 pm – 3:00 pm

Hybrid Meeting

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

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

Meeting ID: 898 6871 9530 Passcode: 284748

<p>Council Members Present: Alisa Wren Freeport-McMoRan Angie Rodgers, proxy for Director Michael Wisehart, Dept of Economic Security, Titles I & III Beverly Wilson, AZ Dept of Education, Title II Chet Samuelson, BOK Financial Debra Margraf, NECA Dennis Anthony, Arizona Public Services Jackie Elliott, Central Arizona College Jenna Rowell, Local First Arizona Jim Corning, Novakinetics Aerosystems John Walters, Vice Chair, Comparion Insurance Agency Josh DeSpain, IBEW Local 570 Kristen Mackey, Dept of Economic Services, Title IV Mark Gaspers, Chairman, Boeing Michael Cruz, Lucid Motors Rose Castanares, TSMC Scott Holman, Amkor Technology Zenji Reynolds, Southwest Shoulder Elbow and Hand Center</p>	<p>Council Members Absent: Alexander Horvath, Tucson Medical Center Bill Ruiz, Western States Regional Council of Carpenters Danny Seiden, AZ Chamber of Commerce & Industry Ian O’Grady, Policy Advisor, Governor Hobbs Jeffrey McClure, Supervisor, Pinal County Justin Wilmeth, Arizona House of Representatives Karla Moran, SRP Michelle Bolton, Second Vice-Chair, Tenet Healthcare Regina Romero, Mayor of Tucson Sandra Watson, Arizona Commerce Authority Shawn Hutchinson, Phoenix Electrical Skylie Estep, South32 Thomas Winkel, Arizona Coalition for Military Families</p>
---	---

1. Call to Order

Chairman Gaspers welcomes all members of the Workforce Arizona Council and the public to the Q4 2025 Full Council meeting. The meeting is called to order at 1:06pm.

2. Roll Call

Giselle Retana, Workforce Arizona Council Administrative Coordinator conducted roll call, a quorum was present.

3. Call to the Public

Chairman Gaspers opens the call to the public. No one spoke.

4. Success Story

Chairman Gaspers highlighted the success story shared by Council Member Kristen Mackey. The video showcased a story spearheaded through Arizona’s Vocational Rehabilitation program . ([Video: Full Success Story](#))

5. Consent Agenda

- a. Approval of minutes from September 18th, 2025 Full Council meeting
- b. LWDB Job Center Certification (New Center)
 - i. Pima County

MOTION: Chair Gaspers called for a motion to approve the Consent Agenda. Dennis Anthony made a motion; Vice Chair John Walters seconded the motion.

ALL IN FAVOR: Angie Rodgers (proxy for Director Michael Wisehart), Beverly Wilson, Chet Samuelson, Debra Margraf, Dennis Anthony, Jackie Elliott, Jenna Rowell, Jim Corning, John Walters, Josh DeSpain, Kristen Mackey, Mark Gaspers, Michael Cruz, Rose Castanares, Scott Holman, Zenji Reynolds

OPPOSED: None

ABSTAINED: None

MOTION PASSES

6. 2025 Recertification Update

Deseret Romero, Governance and Compliance Advisor, provided an update on the status of the 2025 Local Workforce Development Board recertifications, noting that while most Arizona boards have been approved, three remain pending: Northeastern Arizona, Coconino County, and the Arizona Tribal Workforce Development Board. The discussion emphasized the importance of recertification in ensuring strong governance, financial accountability, and compliance with WIOA requirements through submission of documents such as board membership, financial management, agreements, and policies. Pending statuses are tied to recent developments, including Gila County's inquiry into separating from the Northeastern Arizona board, which has paused its recommendation; compliance concerns and leadership changes in Coconino County prompting a formal review; and delays within the Arizona Tribal board caused by challenges in securing a fiscal agent, now addressed through OEO's involvement and ongoing technical assistance. Council staff will continue monitoring progress and provide updates as each board moves toward completing required recertification components.

7. Workforce Arizona Council Annual Report

Janice Garza, Workforce Policy Manager, presented the Workforce Arizona Council Annual Report by providing an overview of the statutory requirements for the Workforce Arizona Council's annual report, due December 1 to the Governor and Legislature under [ARS 41-5501](#). The report outlines statewide performance across six WIOA primary indicators, includes disaggregated data for individuals with barriers to employment, and reports participant counts, exits, costs, and federal expenditures for career and training services. For PY24, the report will also include supplemental information required by Executive Order 2024-04 related to the Governor's Talent-Ready Arizona Workforce Cabinet.

The discussion highlighted statewide performance outcomes—such as employment rates, median wages, credential attainment, and measurable skill gains—along with how results vary across demographic groups and barrier populations. It was noted that Title II program data was received late but will be incorporated before submission, which will adjust statewide totals and indicator outcomes, though Council members did not have the opportunity to review the finalized Title II data prior to the vote.

MOTION: Chair Gaspers called for a motion to approve the Program Year 2024 Workforce Arizona Council Annual Report, as presented to Council in the fourth quarter packet on November 20th, to follow inclusion of material, noting Council had not reviewed Title II and updated statewide data before submission of December 1st. Dennis Anthony made a motion; Beverly Wilson seconded the motion.

ALL IN FAVOR: Angie Rodgers (proxy for Director Michael Wisehart), Alisa Wren, Beverly Wilson, Chet Samuelson, Debra Margraf, Dennis Anthony, Jackie Elliott, Jenna Rowell, Jim Corning, John Walters, Josh DeSpain, Kristen Mackey, Mark Gaspers, Michael Cruz, Rose Castanares, Scott Holman, Zenji Reynolds

OPPOSED: None

ABSTAINED: None

MOTION PASSES

8. Chairman Updates

Chairman Gaspers expressed his appreciation for the extensive work across OEO, DES, and local areas throughout 2025, noting significant transitions and new Council membership representing diverse industries statewide. To support strategic planning and deeper collaboration beyond what regular Council

meetings allow, the Council will hold a facilitated retreat on February 20 at the OEO offices, intended to strengthen cohesion, review progress, align on priorities for the next two years, and provide space for shared input from members. Staff will bring in a professional facilitator, with recognition given to Vice Chair Michelle Bolton for initiating the concept. Members were encouraged to provide feedback on agenda topics to ensure the retreat is valuable and aligned with Council needs.

9. Workgroup Updates

a. Training Effectiveness

Kristen Mackey, the Executive Sponsor, to the Training Effectiveness Workgroup, provided an update on the workgroups progress toward the Council's strategic goal of increasing enrollment in high-impact training programs by 60% by 2029, noting current enrollment at approximately 14%, a slight decline from baseline but not unexpected during early implementation. Additionally, she highlighted that two dashboards have been launched—one for [job seekers](#) to identify qualifying high-impact programs and one for [leaders](#) to analyze regional offerings and support enrollment strategies—with annual rolling updates planned and opportunities for user feedback to inform improvements. A survey to poll the local directors is underway, due December 5, to identify support needed to increase enrollment. Lastly, it was noted that the workgroup is transitioning from broad planning to action-oriented efforts, seeking additional representatives from local areas to participate. Presentations to local areas will continue in the next quarter, with the goal of reporting positive enrollment gains in Q2.

b. Continuous Improvement

Vice Chair John Walters provided an update on the Continuous Improvement Workgroup as the Executive Sponsor. The update centered on enhancing consistent performance alignment across the workforce system, emphasizing the need to incorporate best practices from peer states and increase participation from local workforce areas, whose perspectives are critical given their direct impact from policy decisions. The group discussed clarifying roles in the process of recaptured funds—where the Council sets strategic priorities, DES manages distribution and procurement aligned to those priorities, and outcomes are reported back with greater transparency on impact. Upcoming efforts include developing outcome-focused dashboards to track progress, reduce duplication, and support data-driven decision making. The group is also finalizing a policy framework but is seeking additional discussion to avoid redundant work and ensure clarity of roles. Participation from local partners and council members was strongly encouraged to guide future direction.

c. Increasing Apprentices

Dennis Anthony, Executive Sponsor to the Increasing Apprentices Workgroup highlighted the recent work of the workgroup. The workgroup reconvened in November 2025 following leadership transitions at OEO to realign priorities with the Workforce Arizona Council's mission, shifting focus from simply increasing apprentice counts to expanding statewide apprenticeship infrastructure through employer engagement, policy development, and data-informed strategy. The group reaffirmed that sustainable growth requires expanding the number and diversity of employer sponsors—particularly beyond construction and utility sectors, which have reached capacity—and emphasized developing consistent statewide messaging, defining quality apprenticeship benchmarks, and creating performance indicators in collaboration with DES's new data analysis unit. Key efforts include building multi-employer partnerships, increasing rural and emerging sector participation (e.g., healthcare, IT, manufacturing, semiconductors), and pursuing policy levers such as state contract requirements, incentives, and alignment with short-term Pell and ETPL criteria. The relaunch marks a strategic shift toward coordinated statewide expansion of high-quality apprenticeships and reinforces the Council's role in supporting workforce needs through actionable, measurable policy and system improvements.

10. Agency Updates

a. OEO: Director Mary Foote

i. Workforce Arizona Council Summit: Recap and Next Steps

Mary Foote, OEO Director, provided updates on the Workforce Arizona Council Summit, highlighting that the 2025 Summit was a major success, drawing over 400 workforce professionals statewide and earning strong engagement from attendees, including Vice Chair John Walters and Second Vice Chair Michelle Bolton who led Day 2 programming. A key enhancement this year was the addition of sessions focused on labor market, economic, and demographic trends, which emerged as the most popular content. Planning is already underway for the 2026 Summit—a two-day event in mid-June in Maricopa County—with efforts aimed at increasing participation from Workforce Arizona Council members. A survey and save-the-date will be released in December to gather input on themes, session formats, and priority topics. The next summit will also feature a new awards dinner, and organizers are seeking sponsors and participation from council members and partners to help shape and support the event.

ii. 2024 - 2034 Industry Employment Projections

Doug Walls, Director of Labor Market Information, addressed the 2024-2034 Industry Employment Projections. The discussion showcased Arizona's latest long-term industry and occupational projections forecast continued statewide employment growth through 2034, with more than 450,000 new jobs expected—an annual growth rate of 1.2%, significantly outpacing national projections due to strong population growth and industry composition. The data, covering over 100 industries and 700 occupations across all 15 counties and local workforce areas, highlights healthcare as the fastest-growing sector due to demographic shifts and sustained demand across all education levels. Construction is projected to see the second-highest growth, driven by industrial investments despite moderating from its post-recession surge, followed by strong growth in durable goods manufacturing and continued expansion in leisure and hospitality supported by tourism. Maricopa County will account for over 80% of total job gains, though all counties are expected to grow. Overall, Arizona is positioned for broad, sector-diverse expansion with strong opportunities in healthcare, construction, manufacturing, and population-driven service sectors.

iii. New Workforce Evaluation Reports

Rachael Tashbook, Economic Analysis Unit and Ferris Ramadan, Longitudinal Data System Director announced the upcoming release of three major reports beginning December 2nd, including an updated evaluation of WIOA Title I Adult training programs that measures employment and wage outcomes and incorporates new analyses on training-to-employment alignment, inflation impacts, and program participation changes, with nearly half of evaluated ETPL programs identified as high impact. Additional reports will analyze barriers to program completion and long-term trainee outcomes using Arizona's Integrated Data System, and measure whether training leads participants into jobs within aligned industries. Findings highlight strong outcomes in fields such as healthcare, transportation, homeland security, and mechanics, while also identifying wide variance across programs and opportunities to improve completion rates for populations with multiple barriers. In January 2026, localized provider-level reports and updated dashboards will be released with training, technical support, and opportunities for feedback, followed later by deeper analyses on AI labor market exposure and return-on-investment impacts to inform statewide program improvement.

a. DES: DERS Assistant Director, 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.

i. Recapture & Reallocation

The state reported \$1.78 million in recaptured WIOA funds from Program Year 23—primarily from the Arizona Tribal Workforce Development Board and smaller amounts from Coconino, Santa Cruz, and Yavapai—reflecting unspent funds that return to the state for statewide initiatives after the final year of the funding cycle.

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

Recaptured funds, which have continued to decrease over time as local areas spend more effectively, will support priority initiatives including reentry services (\$3M to expand DES reentry staffing and prison-to-employment pathways), the Office of Registered Apprenticeships (\$500K to sustain state-level program registration and expansion), and maintenance of the Arizona Job Connection system (\$200K). The reentry program aims to strengthen pre-release employment connections, expand probation/parole-based services, and coordinate more closely with Arizona Correctional Industries, while registered apprenticeship funding supports growth in multi-employer sponsorships and statewide employer engagement, despite recent federal apprenticeship grants requiring partial returns of unspent dollars. The discussion also highlighted sustainability concerns, as both reentry and apprenticeship services are heavily dependent on recaptured funds, which are variable and not guaranteed.

ii. Unemployment Insurance Benefits

Anna Hunter apologized for challenges impacting Title II wage data and committed to improving data coordination for future Workforce Arizona Council reporting. The

state recently launched the new CACTUS unemployment insurance system, replacing more than 20 legacy systems with a modern platform that allows claimants and employers to file and track claims, access appeals, and manage benefits online, resulting in more than 179,000 claims filed and \$37 million in benefits paid since its September 2025 launch. While the system rollout has largely been successful, significant service delays and increased walk-in volume at ARIZONA@WORK offices stem from federal funding cuts that forced a 60% reduction in UI staffing effective July 2025, leaving the program operating with only 40% of its former capacity. Leadership acknowledged current service limitations and emphasized their commitment to improving claimant experience despite severe resource constraints.

iii. Rapid Response Update

In response to a request for information, the state outlined its rapid response process for layoffs, noting that each situation varies based on employer needs, timing, and when information is provided about affected workers—sometimes well in advance and other times only after separations occur. The State Rapid Response Team at DES works collaboratively with local Rapid Response Coordinators, with local areas playing a key role in on-the-ground support and helping displaced workers transition quickly to new employment. While the process flow shown represents an ideal scenario, implementation depends on employer cooperation and timing. The state also maintains a public dashboard displaying WARN and non-WARN layoff data on the Arizona@Work website to keep stakeholders informed.

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

Arizona received a \$5 million Industry-Driven Skills Training Grant (TEGL 02-25) from the U.S. Department of Labor, awarded on September 30, 2025, making the state one of 14 recipients out of 44 applicants. The grant will support advanced manufacturing training in partnership with the City of Phoenix, Maricopa County, and Pinal County workforce boards, with over 1,000 participants expected to receive training. DES is finalizing contracts to pass funding through to the local boards and expanding engagement to additional advanced manufacturing employers in those regions. Notably, 90% of the funding will go directly toward training costs, with only 10% allocated for administration. The grant was awarded largely due to Arizona's existing sector strategies and collaboration among employers, workforce boards, and training providers, positioning the state ahead of others in readiness for implementation.

11. Council Meeting Dates and Adjournment

Chair Gaspers reminded the Council Members that the next Full Council meeting will be on March 12, 2026 and noted it will be in person and available via Zoom.

MOTION: Chair Gaspers called for a motion to adjourn the meeting. Dennis Anthony made a motion, Vice Chair John Walters seconded the motion. The meeting was adjourned at 3:05pm.

ALL IN FAVOR: Angie Rodgers (proxy for Director Michael Wisheart), Alisa Wren, Beverly Wilson, Chet Samuelson, Debra Margraf, Dennis Anthony, Jackie Elliott, Jenna Rowell, Jim Corning, John Walters, Josh DeSpain, Kristen Mackey, Mark Gaspers, Michael Cruz, Rose Castanares, Scott Holman, Zenji Reynolds

OPPOSED: None

ABSTAINED: None

MOTION PASSES

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.

DRAFT

YOUR SUCCESS STORY

Name: Adalberto Acuña

Career Advisor: Ana Luna

Can we share your story with our Board of Directors? X Yes _____ No

Can we share your story on our Social Media page? X Yes _____ No

Can we share your story on our Arizona@Work website? X Yes _____ No

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA):

I was working as a landscaper not making good enough money to support my family. I was a nobody, I barely had enough to get myself by.

Tell us about your successes after enrollment in WIOA: I got my CDL and was able to get a great job with Prime Trucking

What was your goal coming to our office/program? To get my CDL so I could get a job driving trucks

How did the program assist in you meeting your goals? paid for my classes and paid for me a place to stay.

What would you say are your greatest accomplishments after completing our program?

Getting my Dream Job

Would you say that this program has impacted your life in any way from when you entered to when you completed? If so, please explain: When I first entered the program I was a Nobody, never able to hold a job that I liked. Now I got my Dream Job and able to support my family.

Additional comments: Without this program I would not have been able to do this and have everything I wanted and needed. Thank you Ana Luna and Rosemary.

You can email back to your Career Advisor or the Program Director, Vickie Simmons at vickie.simmons@cpic-cas.org or mail to AZ@Work, 515 E 7th Street, Douglas, AZ 85607

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).

TABLE OF CONTENTS:

- I. Background
- II. General
- III. Registered Apprenticeships
- IV. Licensing and Business Requirements
- V. Initial Eligibility
- VI. Continued Eligibility
- VII. Training Provider Responsibilities
- VIII. Training Provider Registration Process
- IX. State Responsibilities
- X. Local Workforce Development Board Responsibilities
- XI. Monitoring
- XII. Reciprocal Agreement
- XIII. Third-Party Training Services
- XIV. Removal of Program and Training Providers
- XV. Appeals

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 TEGL 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).

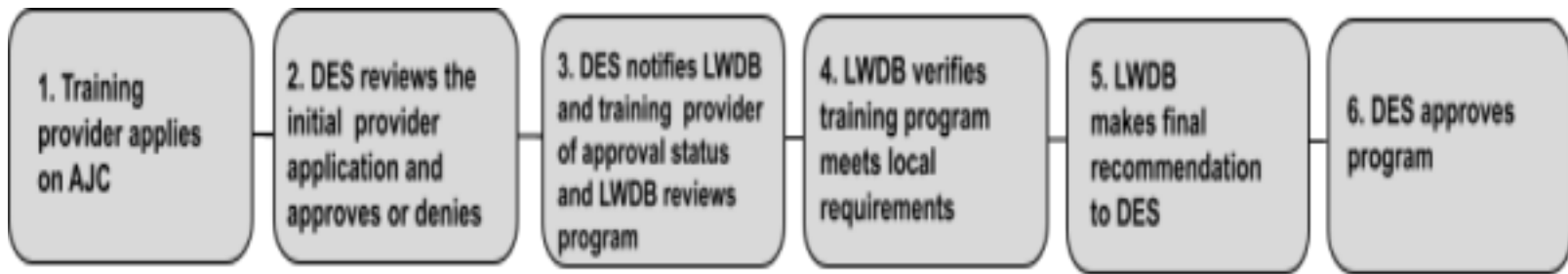
Training Provider Assurances:

- 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. 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
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	II. General	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
Graciela Guzman/DES Title I Policy	III. Registered Apprenticeships	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
Moriah Robles/ ARIZONA@WORK Pinal County/Pinal County Workforce Development Board Staff	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 Apprenticeship	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

February 23, 2026

Via Email: giselle.retana@oeo.az.gov

Mark Gaspers, Chair
Workforce Arizona Council
1400 West Washington Street, Suite 3300
Phoenix, Arizona 85007

Re: Request for Workforce Arizona Council Approval of Arizona Tribal Workforce Development Board (ATWDB) Membership Vacancy Waiver

Dear Chair Gaspers:

As identified in Workforce Arizona Council Policies, [Local Workforce Development Board Recertification \(Section II.B.7\)](#) and [Local Board Governance Policy \(Section IV.A.1\(g\)\)](#), the ATWDB requests Workforce Arizona Council's approval of this Local Workforce Development Board Membership Waiver Request for the following vacancies.

Membership Category	Vacancy Term Date
Tribal Business	July 1, 2025

The ATWDB has been unable to fill the above vacancies beyond the designated 120 day policy timeframe. To our knowledge, the White Mountain Apache Tribal Council has not yet resolved its leadership administrative review. The Tribe is currently in the midst of its general election process, which will conclude in early April 2026. At that time, leadership transitions may be resolved and decision-making authority is expected to resume.

The ATWDB anticipates filling the vacancies within the a few months by April 30, 2025

Should you have any questions or require further information, please do not hesitate to contact Connie Fraijo, ATWDB Executive Director] directly at 480-529-2559 or via email at ntnposting2021@gmail.com.

Thank you for the Workforce Arizona Council's consideration of this request.

Sincerely,


Crystal Banuelos
ATWDB Chair

cc: Mark Gaspers, Chair, Workforce Arizona Council
Acting Chairman Jerome Kasey III, White Mountain Apache Tribe
Crystal Banuelos, Chair, ATWDB
Connie Fraijo, ATWDB Executive Director
Patrick Brown, Workforce Arizona Council Administrator, Office of Economic Opportunity