

Workforce Arizona Council

Executive Committee Meeting

2/15/2024



ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

Workforce Council Chair Update:



**Arizona Office of
Economic Opportunity
Deputy Workforce
Administrator**

**Congratulations on your
promotion Kennedy!**

WORKFORCE ARIZONA COUNCIL STAFF REPORT OUT



Kennedy Riley, OEO

Workforce Updates

LWDB Job Center Certification

- Job center certification is a requirement for WIOA to be conducted every 2 years. Council must approve all certifications.
- LWDBs have received timeline, certification tools, and policy to begin the job center certification process
- All required documents due to Council staff **6/4/24**
- Council to review and approve **8/15/24 & 8/22/24**

Workforce Updates

Local Plans

- Local plans are a requirement of WIOA. Local plans must be completed every 4 years with modifications every 2. The Council is required to to approve all local plans.
- LWDBs have received timeline, local plan submission guidance packet, and policy to begin the local planning process.
- All required documents due to Council staff **9/3/2024**
- Council to review and approve **11/14/24 & 11/21/24**

Workforce Updates

Apprenticeship Workgroup

- Council staff surveyed local areas on current apprenticeship investments
- Only 4 areas are currently funding apprenticeship enrollments
 - Local areas are interested in developing their processes to better serve job seekers and employers
- Council staff will create a workgroup to address the gap in services in coordination with state partners

Workforce Updates

Employer Measures

- **Employer measures developed by the Council in 2020**
- **Measures are not in alignment with current data that is able to be obtained**
- **Council staff proposes to develop a workgroup to re-design the measures to better fit the needs of the workforce system**
- **Focus on work-based-learning (WBL) and services to employers**
- **Old measures will be revised and new measures to be proposed to the Council post re-authorization of WIOA**

Workforce Updates

ETPL Workgroup Update

- **ETPL workgroup is close to completing the revision of the ETPL policy**
- **Collaborative effort between Council staff, local boards, ETPL coordinators, policy team, and training providers**
- **Policy will be released for public comment within the next two months**
- **Policy will be presented to the Council for review and approval in May**

Workforce Updates

ARIZONA@WORK Branding

- Reviewed other states for best practices in branding
- Council staff reviewing and editing policy
- Suggestion of only having 2 logos (AZ@WORK & Local Area) instead of 4
- Council staff to present policy to Council in May

Workforce Updates

Council Convening Outcomes, Oleg Shvets

161 Registered Attendees > 138 Actual Attendees

- Examples of successful collaborations between employers and education/workforce partners
- Facilitate meaningful dialogue between all partners on sustainable workforce solutions
- Give all attendees an opportunity to network with each other to establish potential relationships

Awards:

- Collaboration - Pima County Community and Workforce Development
- Innovation - Coconino County Workforce Development Board
- Board Impact - Arizona@Work Pinal County
- CTE Connections - West Mec

Workforce Updates

NGA Winter Policy Forum

- Held January 30th - February 2nd in Washington DC
- **35** states, **150** workforce leaders in attendance
- **Success and Challenges (focus on apprenticeships and AI)**
- **Programming:**
 - Future of Serving Youth
 - Delivering for Jobseekers During Times of Disruption
 - The State of American Economy
 - US DOL Vision
 - WIOA Planning and Implementation
 - Washington Updates- Government Relations
 - Childcare - Increasing Workforce Participation and Success
 - WIOA Reauthorization, including Pell Act
 - In-demand Jobs, Sector Partnerships and Career Pathways

2024-2027 4 Year WIOA State Plan Review



Sara Agostinho, DES

WIOA State Plan (PY24-27) Review

State Plan Development Process

WIOA State Plan
Stakeholder Survey

May - June 2023

Vision & Mission Development
Workshops
(virtual)

September 2023

WIOA State Plan
Development Sessions
(in-person)

November - December 2023

WIOA State Plan
Public Comment & State
Agency Review

January 2024

Submission to Office of
Governor (2/19) & Workforce
Arizona Council Approval (2/22)

February 2024

Submission Due into
WIOA State Plan Portal (3/4)

March 2024

WIOA State Plan (PY24-27) Review

89
Public
Comment
Inputs

Public Comment Summary

WIOA Clarifications Examples

- Explanations regarding data summarized in Economic Analysis
- Super-sector information
- Updated descriptions of ARIZONA@WORK system, Business Services Team's role, and Adult, Dislocated Worker, and Youth programs
- Additional explanation of Re-entry program services

Verbiage & Formatting Examples

- Use of “%” vs. “percent”
- Acronym clarifications
- Adoption of “recognized credential” and/or “industry recognized credential” throughout plan

WIOA Unified State Plan Public Comment Summary

WIOA State Plan (PY24-27) Review

Public Comment Summary

89
Public
Comment
Inputs

Content Additions

- Definition of “Employer Penetration Rate”
- Information of where ARIZONA@WORK local plans can be found
- Reference to coordination between the Eligible Training Provider List (ETPL) and Arizona Office of Apprenticeship
- Customer Choice ETPL clarifications
- Northern Arizona Good Jobs Network (NAGJN) Project summary
- ARIZONA@WORK Job Center Certification process
- Finalization of State Plan Waivers
- “No Wrong Door” approach clarity

[WIOA Unified State Plan Public Comment Summary](#)

WIOA State Plan (PY24-27) Review

State Plan Goals

- **Goal # 1: Promote a customer-driven workforce system approach** - Build worker-centered, industry driven career pathways and sector strategies to meet the current and future needs of jobseekers, employers, and the state's economy.
- **Goal #2: Foster Business Engagement** - Enhance workforce services that ensure employers have access to a diverse and skilled workforce.
- **Goal #3: Invest in Opportunity and Growth** - Leverage statewide, systems-level partnerships to strengthen collaborative, coordinated, and streamlined services to achieve results for all Arizonans.
- **Goal #4: Prepare Arizona's Youth for Workforce Success** - Enhance youth services to provide equitable access to high quality training, ensuring Arizona's youth are equipped for meaningful employment and long-term career success.

Action Item: Vote to approve the 2024-2027 4 Year WIOA State Plan.

PY22 State WIOA Performance Assessment



Matt Smith, DES

PY22 State WIOA Performance Assessment

State Performance Assessment - Overview

- WIOA state performance is assessed annually as part of the performance accountability requirements established in WIOA Section 116
- Departments of Labor and Education determine WIOA core program success or failure to meet the primary indicators of performance
- Results determine whether states will be required to establish corrective action plans and/or face financial sanctions
- States are provided with the results of the assessment, including detailed data tables and elements of the Statistical Adjustment Model used to establish adjusted levels of performance
- Arizona PY22 State Performance Assessment

PY22 State WIOA Performance Assessment

Guidance (TEN 04-23)

Assessed in PY20, PY21

Newly assessed in PY22

Primary Indicator/ Core Program	Title I Adult	Title I Dislocated Worker	Title I Youth	Title II AEFLA	Title III Wagner-Peyser	Title IV Vocational Rehabilitation	Overall State Indicator Score
Employment Rate 2 nd Qtr after Exit	Yes	Yes	Yes	No	Yes	Yes	No
Employment Rate 4 th Qtr after Exit	Yes	Yes	Yes	No	Yes	Yes	No
Median Earnings 2 nd Qtr after Exit	Yes	Yes	Yes	No	Yes	Yes	No
Credential Attainment Rate	Yes	Yes	Yes	No		Yes	No
Measurable Skill Gains Rate	No	No	No	No		No	No
Effectiveness in Serving Employers	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Overall State Program Score	No	No	No	No	Yes	No	-

PY22 State WIOA Performance Assessment

Performance Success or Failure

- **Among assessed indicators, performance failure occurs if:**
 - **Any single Individual Indicator Score for any single core program falls below 50 percent of the adjusted level of performance;**
 - **The Overall State Program Score falls below 90 percent for that single core program; or**
 - **The Overall State Indicator Score falls below 90 percent for that single measure.**

PY22 State WIOA Performance Assessment

Arizona PY22 State Assessment Results

Individual Indicator Scores



PY22 State WIOA Performance Assessment

Summary

- All assessed indicators (20 in total) were successfully met.
- For the third consecutive year, no performance failures among assessed indicators
- For the first time, the Departments assessed an “Overall State Program Score” indicator, for Title III Wagner-Peyser Employment Service program, which met the required threshold of 90% (90.9%)
- For the first time, the Departments assessed the individual indicator scores for the Title IV Vocational Rehabilitation program, which was successful in all four assessed indicators, exceeding the adjusted level of performance for three of four.

Resources

- [Arizona PY22 State Performance Assessment](#)
- [TEGL 11-19, Change 1: Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#)
- [Training and Employment Notice \(TEN\) 04-23](#)

Rapid Response and Fiscal Updates



Anna Hunter, DES

Rapid Response Update

Fiscal Alert 24-001: PY21/FY22- 5 One Time Finding Opportunity

ALERT 23-002 (October 20, 2023): Rapid Response allocation increased to LWDAs and established \$775,000 availability for LWDAs to apply for WBL focused funds

- \$3,825,000 of 1st year Rapid Response funding is allocated and available to LWDAs
- No applications received for establishing new, or expanding current, WBL programs

ALERT 24-001 (January 10, 2023): \$10 Million Funding Opportunity for Allowable Statewide Activities.

- \$11.125M in Requests/Proposals Received
- 6 LWDAs submitted proposals
- \$5.9 million awarded based on submitted proposals

Link: [WIOA Allocations Information Website](#)

Counties and City of Phoenix						
	PY22FY23			PY23FY24		
	Allocation	Expenditures	% Expended	Allocation	Expenditures	% Expended
CITY OF PHOENIX	13,795,876.00	8,454,744.00	61.28%	11,320,035.00	103,444.00	0.91%
COCHISE COUNTY	1,909,000.00	1,435,685.00	75.21%	1,993,830.00	157,379.00	7.89%
COCONINO COUNTY	1,339,575.00	53,346.00	3.98%	1,367,391.00	-	0.00%
MARICOPA COUNTY	17,732,120.00	12,967,470.00	73.13%	14,815,449.00	-	0.00%
MOHAVE COUNTY	2,139,103.00	1,568,915.00	73.34%	2,292,941.00	15,794.00	0.69%
NEAZ (Navajo County)	1,018,786.00	908,065.00	89.13%	1,225,956.00	91,895.00	7.50%
PIMA COUNTY	8,494,538.00	7,022,647.00	82.67%	8,041,914.00	849,196.00	10.56%
PINAL COUNTY	2,639,696.00	577,574.00	21.88%	2,626,394.00	-	0.00%
SEAZ (Santa Cruz County)	1,022,512.00	360,239.00	35.23%	1,392,681.00	971.00	0.07%
NACOG (Yavapai County)	1,479,692.00	637,706.00	43.10%	1,591,440.00	-	0.00%
YPIC (Yuma County)	8,054,671.00	6,910,571.00	85.80%	10,136,468.00	296,814.00	2.93%
Totals	59,625,569.00	40,896,962.00	68.59%	56,804,499.00	1,515,493.00	2.67%

NTN - Tribal Entities						
	PY22FY23			PY23FY24*		
	Allocation	Expenditures	% Expended	Allocation	Expenditures	% Expended
COCOPAH TRIBE	106,443.00	58,169.00	54.65%	-	-	0.00%
COLORADO RIVER TRIBE	-	-	0.00%	-	-	0.00%
FORT MOJAVE TRIBE	110,394.00	25,358.00	22.97%	-	-	0.00%
GILA RIVER TRIBE	490,664.00	94,254.00	19.21%	-	-	0.00%
HOPI TRIBE	242,794.00	-	0.00%	-	-	0.00%
HUALAPAI TRIBE	126,318.00	-	0.00%	-	-	0.00%
PASCUA YAQUI TRIBE	355,396.00	94,507.00	26.59%	-	-	0.00%
QUECHAN TRIBE	152,690.00	-	0.00%	-	-	0.00%
SALT RIVER PMIC	182,973.00	58,023.00	31.71%	-	-	0.00%
SAN CARLOS APACHE TRIBE	284,772.00	284,772.00	100.00%	-	-	0.00%
TOHONO O'ODHAM TRIBE	594,996.00	-	0.00%	-	-	0.00%
WHITE MOUNTAIN APACHE TRIBE	286,352.00	-	0.00%	-	-	0.00%
YAVAPAI APACHE TRIBE	129,995.00	-	0.00%	-	-	0.00%
Totals	2,957,344.00	556,914.00	18.83%	-	-	0.00%
* = Contracts in process						

1st Year Rapid Response DW Budget **PY23/FY24**

\$7.539 M Total State 1st Year RR DW Funding

Activity		Amount
LWDA Rapid Response Allocation	\$	3,825,000
LWDA Work-Based Learning Funding Opportunity	\$	775,000
Set-Aside for Rapid Response Activities	\$	1,561,000
State Rapid Response Program Operations	\$	600,000
Rapid Response Communication & Outreach	\$	778,000
Total Expenses for Planned Activities	\$	7,539,000

LWDA Funding Allocations released on Alert 23-001 (PY23/FY24 LWDA WIOA Title I Funding Allocations) and Alert 23-002 (PY23/FY24 Rapid Response Funds).

Should LWDA's require funds beyond the available base funds to conduct rapid response events, please continue to submit requests using the process identified here: [Request for Rapid Response Funding](#).

Rapid Response Funding PY23FY24**			
	Allocation	Expenditures	% Expended
CITY OF PHOENIX	300,000.00	-	0.00%
COCHISE COUNTY	325,000.00	11,546.00	3.55%
COCONINO COUNTY	325,000.00	-	0.00%
MARICOPA COUNTY	300,000.00	-	0.00%
MOHAVE COUNTY	325,000.00	11,460.00	3.53%
NEAZ (Navajo County)	325,000.00	30,238.00	9.30%
PIMA COUNTY	300,000.00	-	0.00%
PINAL COUNTY	325,000.00	-	0.00%
SEAZ (Santa Cruz County)	325,000.00	971.00	0.30%
NACOG (Yavapai County)	325,000.00	-	0.00%
YPIC (Yuma County)	325,000.00	-	0.00%
NTN*	325,000.00	-	0.00%
Totals	3,825,000.00	54,215.00	1.42%
*= No Fiscal Agent, Funds cannot be drawn against			
**= For expenditures through 6/30/24 with Final Reports due 8/15/24			

Q4 2023, October 1, 2023 - December 31, 2023 Statewide Rapid Response Activity

WARNs received: **13**

- Note: Rapid Response Events from Q3 2023 WARNs occur in Q4 2023.

Total Number of Affected Workers: **1,671**

- Data per WARN information submitted by employer
- Note: The number of affected employees does not equal the number of individuals that become Dislocated Workers (DWs) at the date of employment separation. The actual DW number is usually significantly lower due to various factors:
 - WARN is notice due to a contract change - no employment interruption
 - Affected employees tallied in the WARN transferred into other positions within the company
 - Affected employees gained reemployment prior to the date of separation
 - Affected individuals go into retirement

Resource Packets Delivered to Employer site or via email: provided to **4 Employers**

- ARIZONA@WORK Resource Packets delivered to the affected employees
 - This action is dependent on employer cooperation and availability

Rapid Response Events: **13**

- Note: These events are in response to Q3 and Q4 2023 WARNs and Layoffs
- Activities: Resource Packets, Information Sessions (Resources, Resume, Interview Skilling), and Hiring Events:
 - Flex LTD - 2 Information Sessions in partnership with Maricopa County
 - General Motors - 3 Information Sessions and 2 Hiring Events in partnership with Maricopa County
 - Shaw Industries Group, Inc. - 2 Information Sessions, 1 Hiring Event in partnership with Yuma County
 - Management & Training Corporation (MTC) - 2 Information Sessions state-supported, lead by Pima County
 - TuSimple - 1 Information Session in partnership with Pima County

Funding Allocations



Stacey Faulkner, OEO

Funding Allocations

- **WIOA requires state boards to assist the Governor in the** *“development of allocation formulas for the distribution of funds for employment and training activities for adults, and youth workforce investment activities, to local areas.”*

- **OEO** staff receive State allotment(s) amounts and calculates distribution using required unemployment data factors and other requirements (poverty concentration and economically disadvantaged)

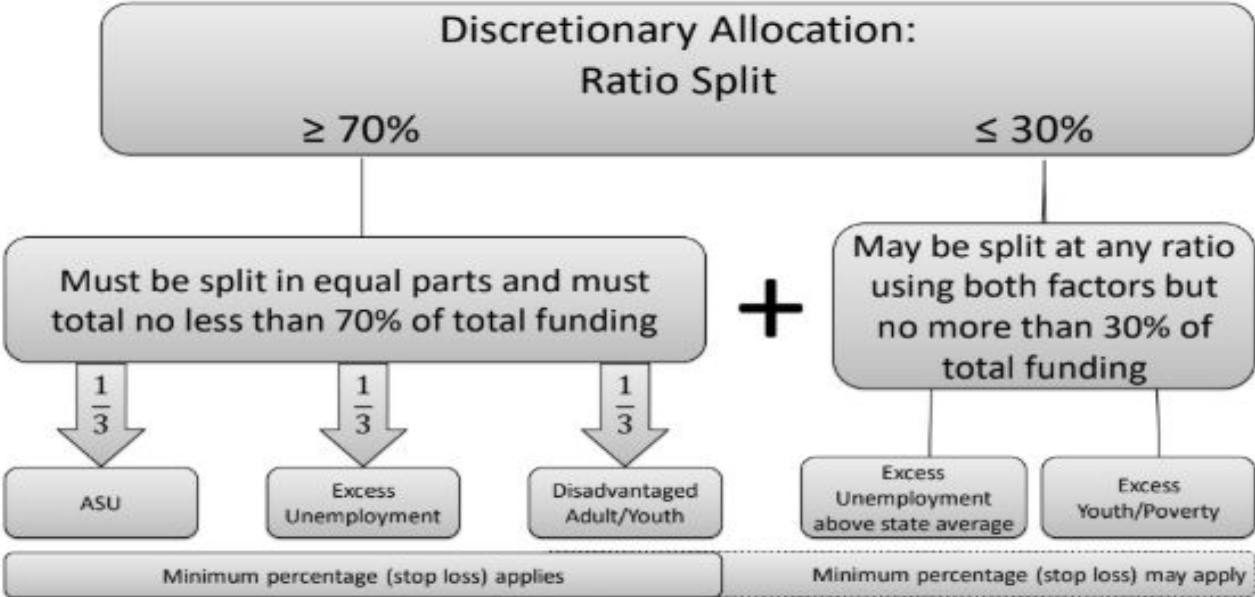
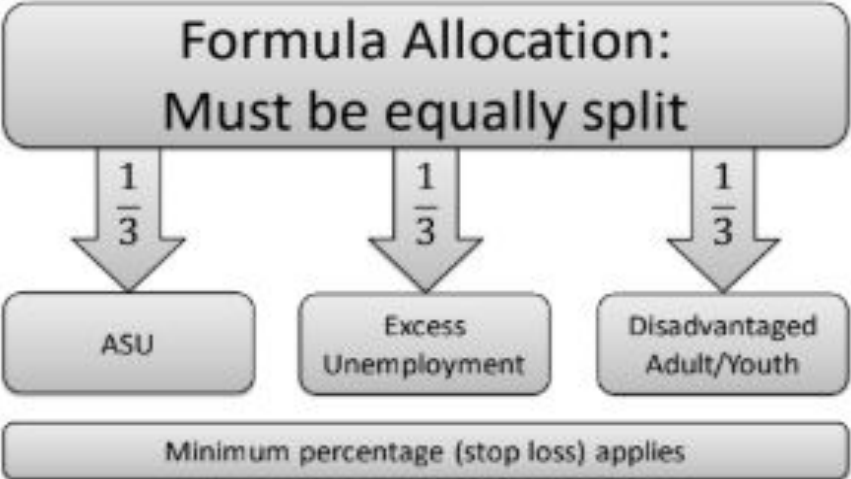
- **Factors for Consideration**
 - Greatest benefit while causing the least harm to all areas
 - Allocation based on size of labor pool & # of unemployed individuals
 - Negative impacts to specific local area(s)
 - Amount of reverted funds in prior years
 - Rapid Response allocation

Local Area Allocations- Distribution Methods

Attachment C

WIOA Youth and Adult Sub-State Allocations:
*Must be allocated to local areas per
Formula or Discretionary rules*

States must choose one of
these allocation methods



PY23 Allocations

Allocation of PY23 WIOA Title I funds to LWDA's -- Allotments

Funding Stream	Distribution to LWDA's	Percentage	Total Funds Allotted (100%)
PY23 Youth	\$21,609,909	85%	\$25,423,422
PY23 Adult	\$20,475,092	85%	\$24,088,343
PY23 Dislocated Worker	\$18,093,736	60%	\$30,156,226
Total LWDA allocation	\$60,178,737		\$79,667,991

To be retained at State level

PY23 State Reserve of Rapid Response	\$7,539,057	25% of DW	
15% State wide funds	\$11,950,199	15%	
Total	\$19,489,256		

PY24 Planning Estimates

Allocation of PY24 Planning Estimate WIOA Title I funds to LWDA's -- Allotments

Funding Stream	Distribution to LWDA's	Percentage	Total Funds Allotted (100%)
PY24 Youth	\$19,448,918	85%	\$22,881,080
PY24 Adult	\$18,427,583	85%	\$21,679,509
PY24 Dislocated Worker	\$16,982,456	60%	\$28,304,094
Total LWDA allocation	\$54,858,957		\$72,864,683

To be retained at State level

PY24 State Reserve of Rapid Response	\$7,076,024	25% of DW	
15% State wide funds	\$10,929,702	15%	
Total	\$18,005,726		

Arizona Decrease - TEN 19-23 – Planning Estimate for Workforce Innovation and Opportunity Act (WIOA) Youth, Adult, and Dislocated Worker Program Allotments for Program Year (PY) 2024

PY24 Planning Estimate Allotments minus PY23 Allotments

Funding Stream	Distribution to LWDA's	Percentage	Total Funds Allotted (100%)	
PY24 Youth	(\$2,160,991)	-10.00%	85%	(\$2,542,342)
PY24 Adult	(\$2,047,509)	-10.00%	85%	(\$2,408,834)
PY24 Dislocated Worker	(\$1,111,280)	-6.14%	60%	(\$1,852,132)
Total LWDA allocation	(\$5,319,780)	-8.84%		(\$6,803,308)

To be retained at State level

PY24 State Reserve of Rapid Response	(\$463,033)	-6.14%	25% of DW	
15% State wide funds	(\$1,020,497)	-8.54%	15%	
Total	(\$1,483,530)	-7.61%		

<https://www.dol.gov/agencies/eta/advisories/ten-19-23>

Rapid Response Allocation Discussion

- **9/12 Local Boards submitted plans**
 - Over 10 RR activities per plan
- **Build Business Service Teams**
 - Capacity building
 - Workforce planning
 - Job retention/ layoff aversion
 - Work-based learning
 - Proactive approach to businesses at risk (prior to WARN)
- **Local Area Employer Engagement**
 - More time to collaborate and invest
- **Needs Assessments**
 - Outreach
 - Reporting
 - Economic/workforce development growth
- **Customized services for employers and job seekers**
 - Wrap around services
 - Employment rights/regulations

[LWDB Rapid Response Activities](#)

NTN Update



Tom Colombo, DES

NTN Update- Fiscal Agent Forms Submitted

As of February 2, 2024, the following tribes have submitted forms to designate the Office of Economic Opportunity (OEO) as the NTN Fiscal Agent:

- Cocopah;
- Hopi;
- Quechan;
- Pascua Yaqui;
- San Carlos Apache;
- Salt River Pima Maricopa;
- Yavapai Apache; and
- Gila River.

NTN Update- Fiscal Agent Forms Outstanding

The following is a list of the tribes who have not submitted the forms:

- Tohono O'odham (set for a vote on Feb. 13);
- Colorado River;
- Fort Mojave;
- Hualapai; and
- White Mountain Apache.

The Department of Economic Security (DES) is following up with representatives of these tribes, to determine if the tribe wishes to remain as part of the NTN.

NTN Update- What's Next?

- The NTN Board and OEO will enter an agreement.
- DES will execute an agreement with the OEO, to provide the funds to the OEO.
- The OEO will be responsible for executing agreements with each of the NTN tribes, to provide each tribe their allocated funds.
- If there are tribes that do not sign the agreement they are unable to receive WIOA funding.
 - They may be merged into the LWDA where the tribe is located. OEO will work with the Governor to begin the process to redesignate Local Workforce Development Areas (LWDAs) per the Workforce Arizona Council Policy #14.
- The Consortia Agreement, the agreement among the tribal leaders, as the CEOs, and the NTN Board, must be revised.
- The Shared Governance Agreement, the agreement between tribal leaders and the NTN Board must be revised.

NTN Update- Actions, Continuation of Services

Actions to Continue Services:

- DES issued separate grant agreements for Program Year (PY) 23 adult and youth funding to the 13 tribal nations to continue services

- **The Gila River Indian Tribe agreed to receive administrative funds to support the NTN Board staff and activities through December 2023:**
 - Since January 1, 2024, the four (4) NTN staff have been furloughed, as there is no entity who has agreed to receive the NTN Board administrative funds.
 - WIOA activities with the 13 tribes have continued.
 - DES has been in frequent contact with the NTN Chair for guidance and assistance
 - Requested an Action Plan on Fulfilling LWDB Functions without Staff Assistance

**THANK
YOU**

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OFFICE OF ECONOMIC OPPORTUNITY

