

Workforce Arizona Council

Full Council

2/22/2024



ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

Success Story

Local Area Success Story: Santa Cruz County, Jesus Garcia

Jesus Garcia:

- 20-year-old resident of Nogales, faced financial hardships after his father succumbed to COVID-19, leaving his widowed mother in need of support.
- Jesus visited the WIOA office on February 24, 2022
 - Expressing a desire to pursue an IT certification.
 - Co-enrolled in the WIOA Out-of-School program and granted a Work Experience opportunity
- Jesus worked part-time with the Santa Cruz County IT Department.
 - Supportive services, including business attire and polo shirts, were provided.
- Through the HIB Grant, he pursued an IT certification at New Horizons Computer Learning Center
 - attending virtual classes and receiving on-site support.
- Jesus obtained his certification and successfully secured an entry-level IT position with the County Superintendent's office.

Great Job, Jesus & Santa Cruz County!



Workforce Council Chair Update:



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

**Congratulations on your
promotion Kennedy!**

Workforce Council Chair Update:



**Arizona Office of
Economic Opportunity
Research & Policy
Manager**

Welcome Nancy Avina!

Consent Agenda



Consent Agenda- Approval

- Approval of minutes from November 30th, 2023
- LWDB Job Center Certification Timeline
- Local Plan Timeline
- Apprenticeship Workgroup Development
- Employer Measures
- ETPL Workgroup Update
- ARIZONA@WORK Branding
- Council Convening Outcomes
- NGA Winter Policy Forum Update
- PY22 State WIOA Performance Assessment
- NTN Update

***Please note any of these item can be pulled from the Consent Agenda for further discussion by the Council.**

Action Item: Motion to approve the 2024 Q1 Full Council consent agenda with all items listed.

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

89
Public
Comment
Inputs

Public Comment Summary

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.

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, 2024): \$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)

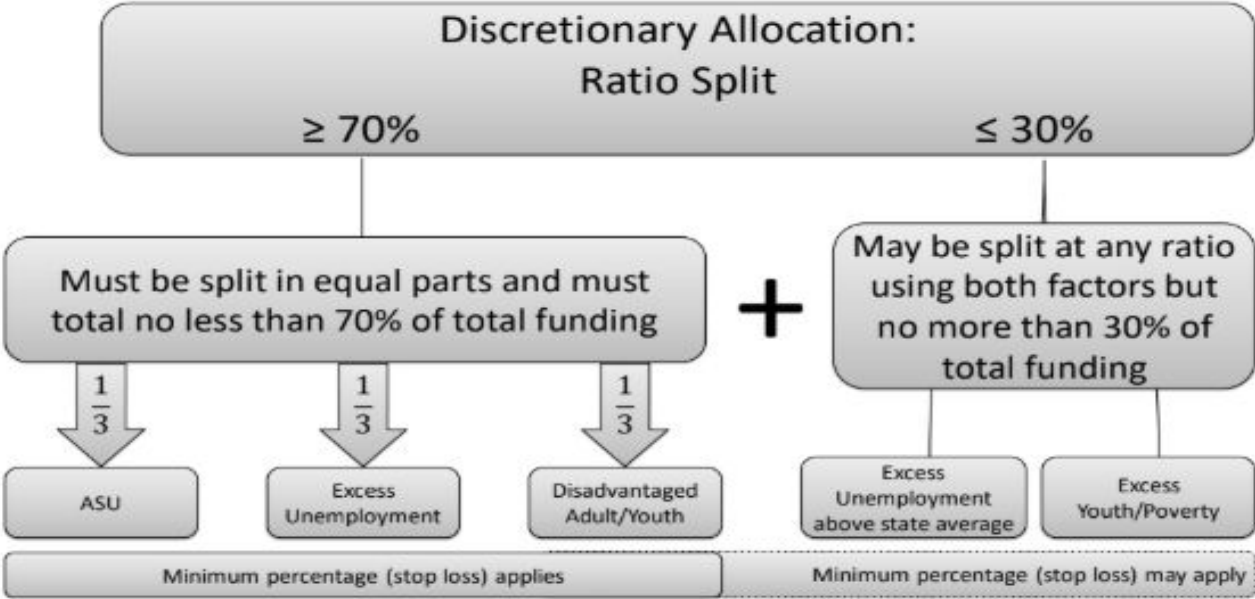
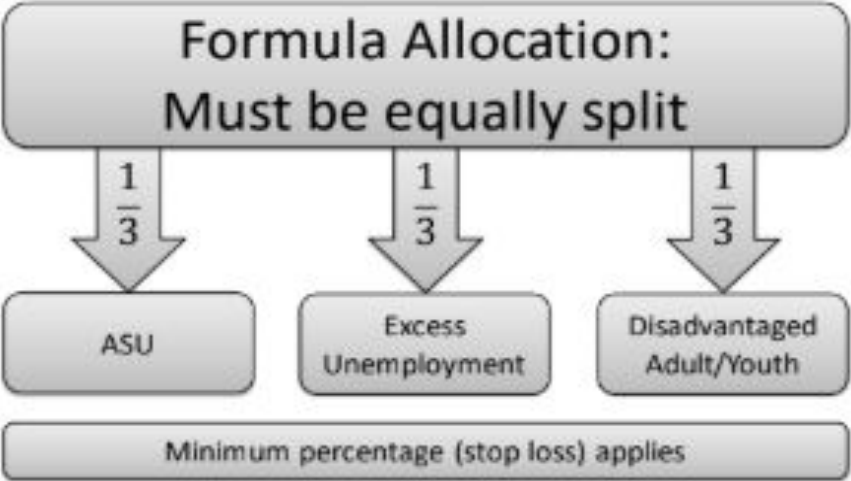
- **Factors for Consideration**
 - Greatest benefit while causing the least harm to all areas
 - Allocation based on size of labor pool & # of unemployed individuals
 - Negative impacts to specific local area(s)
 - Amount of reverted funds in prior years
 - Rapid Response allocation

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](#)

Labor Market Information Update



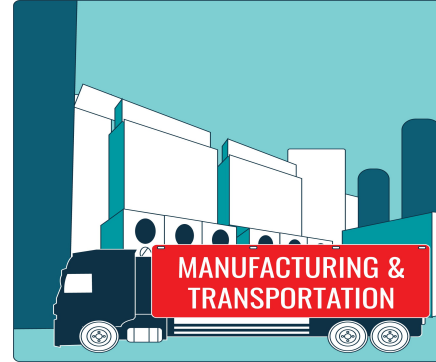
Doug Walls, OEO

Northern Arizona Good Jobs Network



Jenna Rowell, Local First Arizona

Northern Arizona Good Jobs Network: Four Focus Sectors



The Northern Arizona Good Jobs Network (NAGJN) is a 4-year, 3-phase project focused on developing a *regional* workforce training system across 5 counties.

Increase and enhance community and regional growth

- Avoid duplication of services
- Maximize resources
- Develop, adapt, or scale training-to-employment programs that:
 - Provide workers with the skills to secure or advance in quality jobs that provide **good pay, benefits, and growth opportunities**
 - Address needs identified in Comprehensive Economic Development Strategies (CEDS)
 - Connect underemployed or unemployed workers to existing and emerging job opportunities **in Northern Arizona**

Local First Arizona

- Fall 2022:** Announcement of funding
- 1Q23:** Contract finalized with Governor's Office
- 2Q23:** Phase 1 subrecipients contracted; network launched



Total budget: \$9.5 million over 4 years (on a reimbursement basis)

80%

Flows to contracted subrecipients for key services & deliverables

- Employer technical assistance
- Employer incentives
- Training design & delivery
- Wraparound service design & delivery
- Evaluation & reporting

16%

System lead entity personnel

- Serve as fiscal agent for network
- Manage contracts and compliance to federal standards
- Coordinate & manage network
- Oversee progress & outcomes

2%

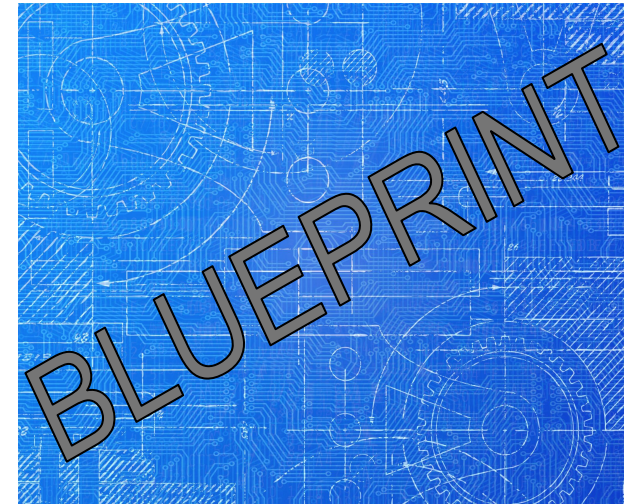
Network promotions and collaboration platforms

1%

Supplies & travel

Primary Phase 1 Deliverable: A Regional Blueprint

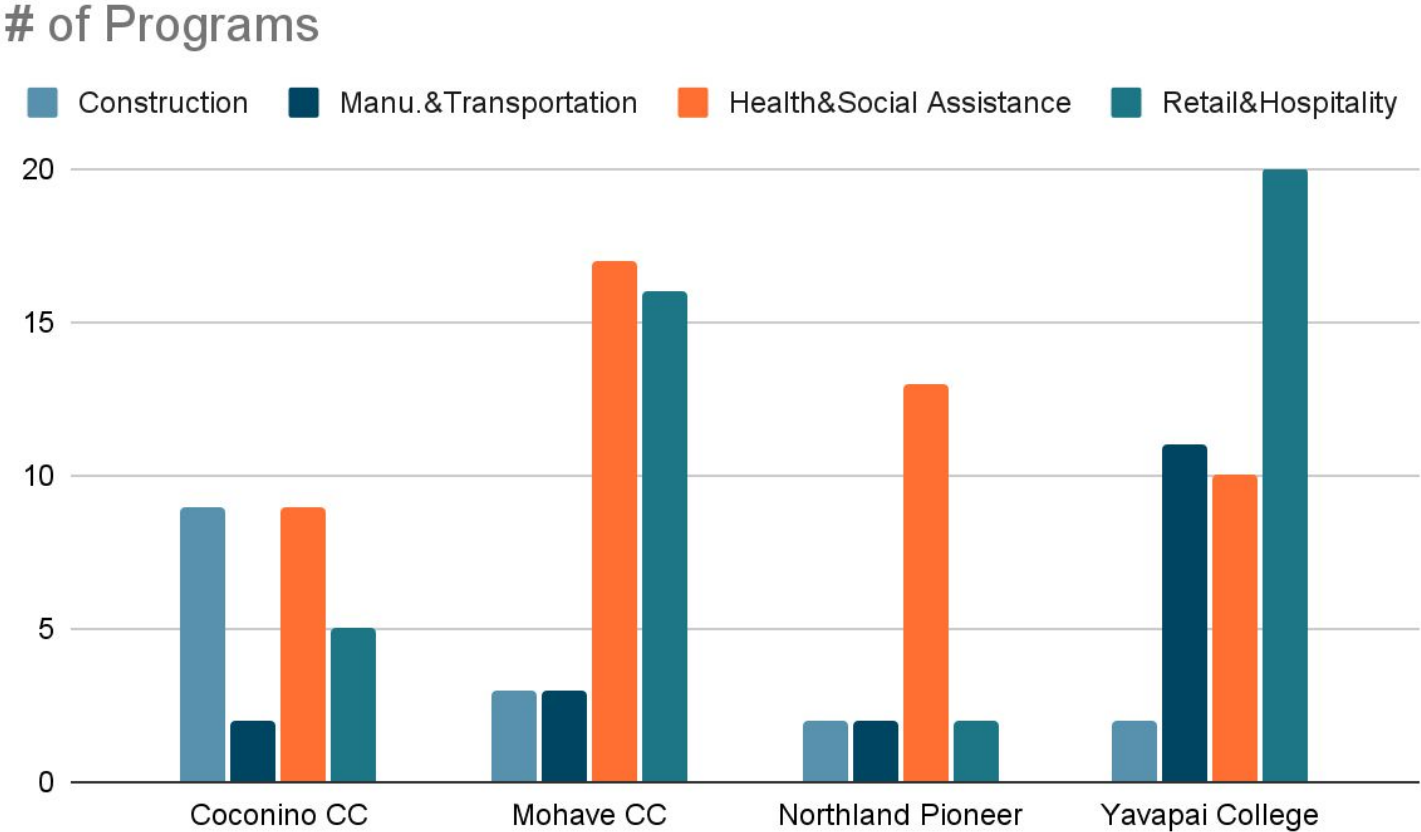
- **The blueprint guides Phases 2 and 3.
Developing it involved:**
 - **Gathering information about skills and hiring needs from sector employers across the region**
 - **Assessing existing community college offerings by sector across the region**
 - **Identifying training-to-employment programs to be adapted, scaled or developed in Phase 2**



Sample Phase 1 employer insights:

- **Lack of qualified applicants is top challenge to filling jobs**
 - **Most have 1-4 jobs open (healthcare is the exception)**
- **Pay/benefits, fit to culture are top challenges to retention**
- **Top sources of good applicants:**
 - **“Off the street” responses to vacancy promos**
 - **Community colleges**
 - **Other employers/competitors (closely followed by job fairs)**
- **41% are not forecasting their hiring needs, but 100% of those were interested in getting help to do this**

Sample Insights from College Assessment: Current College Programs by Sector



Mix of Credentials Available from Colleges

Coconino CC, Mohave CC, Northland Pioneer, Yavapai	At-Capacity Programs	Average Program Capacity	Credit Hours to Credential	Credentials Available
Construction	0 of 16	27	16 - 150	Certificate, AA degree, & industry-recognized credential
Healthcare & Social Assistance	7 of 49	69	4 - 97	Non-credit, certificate, AA degree, industry-recognized credential
Manufacturing & Transportation	3 of 18	37 (excluding CDL)	16 - 160	Certificate, AA degree, 3rd party CDL
Retail & Hospitality	1 of 43 reported	28	7 - 175	Non-credit, certificate, AA degree, Bachelor's degree, industry-recognized credential

Next Program Milestones:

- **Finalizing blueprint (March 2024)**
- **Sharing blueprint with LWDBs, CBOs and other key stakeholders for input and engagement**
- **Launching Phase 2: Design**
- **Expanding network to fulfill deliverables across:**
 - **Training design**
 - **Employer engagement & technical assistance**
 - **Wraparound service design**
 - **Evaluation & reporting**

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ARIZONA@WORK System

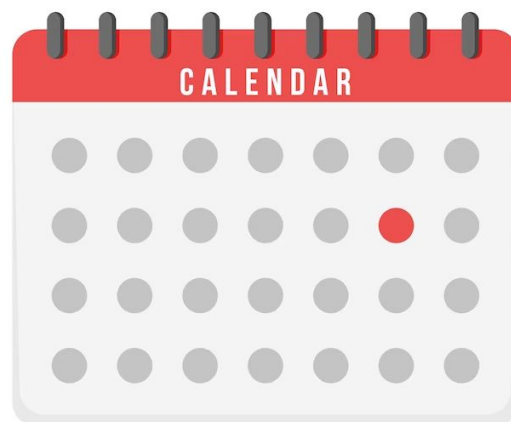


Anna Hunter, DES

Q2 Full Council Meeting 5/30



Mark your calendars!



**THANK
YOU**

ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

