ARIZONA WORK	Effective Date: 05/14/2021	Type: X Policy ☐ Procedure Page 1 of 5		
	Revised Date:	Section # & Title: 900 - Governance		
Phoenix Business and Workforce Development Board (approval authority)	Date Approved: 05/13/2021	Subject # & Title: .905 – ARIZONA@WORK Brand Policy		

# I. APPLICABILITY/SCOPE

This policy applies to all Workforce Innovation and Opportunity Act (WIOA) Title I-B staff, subcontractors and sub-awardees delivering workforce development Adult, Dislocated Worker and Youth programs and services.

# II. PURPOSE

This policy establishes ARIZONA@WORK brand guidelines and criteria to be used in the Adult, Dislocated Worker and Youth programs under Workforce Innovation and Opportunity Act (WIOA). The ARIZONA@WORK Brand Style Guide is the definitive authority on proper representation of the ARIZONA@WORK brand and any associated style elements.

# III. BACKGROUND

ARIZONA@WORK is the statewide workforce development network that helps employers of all sizes and types recruit, develop and retain the best employees for their needs. For job seekers throughout the state, ARIZONA@WORK provides services and resources to pursue employment opportunities. ARIZONA@WORK is a public and private partnership with 12 regional areas and 47 local offices, all working together through one organization-ARIZONA@WORK-and all sharing one mission: providing innovative workforce solutions to employers and job seekers.

# IV. POLICY

The Phoenix Business and Workforce Development (PBWD) Board will utilize the Arizona Department of Economic Security's ARIZONA@WORK Brand Style Guide as the authority for proper representation of the ARIZONA@WORK brand and any associated style elements including logo usage, color palette, font usage and visual styles.

# V. POLICY MANAGEMENT REQIREMENTS

Administrative revisions to the policy may be made by the Phoenix Business and Workforce Development (PBWD) Board Executive Director, with notice to the PBWD Board's Executive Leadership Committee. All other substantive revisions will go to the PBWD Board's Executive Leadership Committee for review and recommendation to the PBWD Board for approval.

### VI. ADDITIONAL OR MISCELLANEOUS INFORMATION

A. ARIZONA@WORK Brand Style Guide (see below)



July 2019

**Brand Style Guide** 



This Brand Style Guide is the \*definitive authority on proper representation of the ARIZONA@WORK brand and any associated style elements.

# **LOGO USAGE** Main Identity......1 Minimum Size......1 Tag Line and Geographic Region Usage ......2 Geographic Region Logos......3 Specialty Logo Usage......4 Logo Use in Signage......4 Unacceptable Logo Usage ......5 Language and Terms......6 Written & Verbal Terminology......6 **COLOR PALETTE** Color Breakdowns......7 **FONT USAGE** Approved Fonts .......8 Formatting Guidelines......8 **VISUAL STYLES** Photography......9 **MARCOM EXAMPLES** PowerPoint Template ......12 ARIZONA@WORK Flyers .......13 Business Cards & Stationery ......14-15

Event Flyers .......16-17

<sup>\*</sup>State Workforce Policy 03-2016, ARIZONA@WORK Job Center Structure of One Stop Delivery System.

# Main Identity

The ARIZONA@WORK logo is the key component of the visual identity system. The full value of the logo as the primary company identifier is achieved only when it is used consistently across all applications.

The name ARIZONA@WORK must always be used in the provided logo format. When used in written form it should be typed in uppercase and as one word.





A proud partner of the american **job** center network

# **Clear Space**

To ensure that the ARIZONA@WORK logo is free from distraction, a minimum amount of space must be maintained around the logo to separate it visually from other graphic elements and type. This distance is called "clear space." The minimum clear space must be the height of "Arizona" and "Work" on all sides of the logo. The amount of clear space can be increased but never decreased.

#### Minimum Size

The logo may be scaled up as large as necessary, but should never be placed smaller than 1.25" wide on any piece. The exception is when the logo is used for specialty or promotional items. See page 4 for examples.





# Tag Line and Geographic Region Usage

The ARIZONA@WORK tag line "Innovative Workforce Solutions" is an insightful statement that helps drive the brand. All logos must include the "a proud partner of American Job center Network" tagline. See page 3 for each regional logo. Use these guidelines for the ARIZONA@WORK tag line:

- Logo + Tag Line: The main tag line is used when representing the entire state.
- Logo + Geographic Region: Each local workforce development area has its own logo with the geographic region listed beneath the mark. This logo version is used when representing a single region of ARIZONA@WORK.
- Partner Logo: This version can be provided to affiliated partners such as community colleges, libraries, employers/businesses, community partners, parole offices, other state/county/city agencies, and other programs that wish to acknowledge their relationship with ARIZONA@WORK.



A proud partner of the american obcenter network



A proud partner of the american obcenter network



A proud partner of the american obcenter network

# **Geographic Region Logos**

Each geographic region is shown below, with tag line.

Logo + Geographic Region with AJCN tagline.





A proud partner of the americanjobcenter network



A proud partner of the americanjobcenter network



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A proud partner of the americanjobcenter network



A proud partner of the americanjobcenter network

# 1 Specialty Logo Usage

In special cases, the ARIZONA@WORK logo may be used without the "Innovative Workforce Solutions" and/or "A Proud Partner of the American Job Center Network" tag lines, local workforce developement area name(s), and horizontal line. Use these guidelines to determine when to use the specialty logo:

Embroidery: The specialty logo may be used on embroidered shirts and other clothing items where the tag line would be unreadable.

Promotional Items: The specialty logo may also be used on small promotional items such as pens, highlighters, key chains and USB drives where a tag line would not fit on the piece.

PLEASE NOTE: Per the federal uniform guidance, any promotional item, public outreach, or advertising cost that only promotes the non-federal entity is considered disallowed cost. To avoid this, the federal funding agency must be identified on the items or materials. For example, a funding tagline may be similar to: "Funding provided by DOL WIOA Title I program." Please check your funding source requirements prior to having materials created.

Signage: The specialty logo may also be used on signage.

# Specialty Logo Use in Signage

The ARIZONA@WORK logo may be used on both indoor and outdoor signs. Signs should be full-color, utilizing the Pantone colors listed on page 7.

- Exterior: Signage should be full-color, illuminated with LED lighting. Channel letters may be fabricated from aluminum or stainless steel. Signs may also be printed in full color on a white plexiglass substrate or in accordance with building owner specifications.
- Interior: Signage can be vinyl, composite, acrylic or aluminum and may be offset and backlit with LED lighting for added effect.











# **Unacceptable Logo Usage**

Inconsistent use of the logo weakens brand impact. Always use approved artwork files to reproduce the logo.

Some common logo misuses are shown here:

- Do not embellish the logo with shadows or glows.
- Do not alter or substitute fonts within the logo. 2.
- Do not place patterns or images inside or on the logo. 3.
- Do not reproduce the one-color logo in any color except grayscale. 4.
- Do not skew or distort the logo. 5.
- Do not rearrange elements within the logo.
- Do not separate the state from the logo. 7.
- No uppercase and lowercase fonts for "ARIZONA" and "WORK."

















To avoid client confusion, it is important that we use consistent language when writing or talking about our organization.

ARIZONA@WORK must be written as one word with all letters capitalized.

Examples of unacceptable ARIZONA@WORK verbiage:

arizona@work

**ARIZONA@WORKs** 

# ARIZONA@WORK Office types:

ARIZONA@WORK One-Stop Job Center:

Access to ARIZONA@WORK services for employers and job seekers. Some specialized services may be available for limited hours.

ARIZONA@WORK Affiliate Sites:

One or more ARIZONA@WORK services provided in a community or social service office.

ARIZONA@WORK Specialized Center:

Programs available to address specific needs and demographics which may include vocational rehabilitation, reentry, educational, youth services, and more.

# **Color Breakdowns**

Color is one of the cornerstones of our visual vocabulary. Only colors from the ARIZONA@WORK palette may be used for communication materials, including flyers, posters, and digital content. Please note that the colors in the ARIZONA@ WORK logos may not be altered.

Below is the palette to be used for all communications. The Pantone Matching System color breakdowns are for both coated and uncoated paper. CMYK, RGB, Web and grayscale are presented below each Pantone swatch.

## Print Specifications\*

Slight color variances may occur when colors are printed through different processes or reproduced on different media, such as coated vs. uncoated paper.

# Screen Specifications\*

Web-safe colors represent values that are available to the standard minimum Web/monitor color palette (it is much more limited than the print palette). Also note that all monitors display color very differently regardless of manufacturer or platform.

# **Primary**

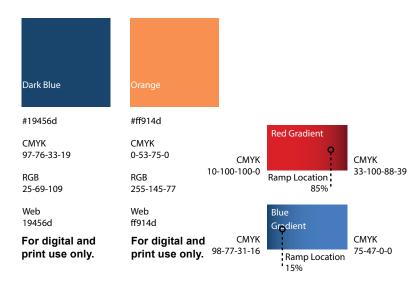


205-32-44

Web

CD202C





# Secondary

42-110-187

Web

2A6EBB

Pantone Coated 431C	Pantone Coated 1235C	Pantone Coated 7490C	Pantone Coated 2746C	Pantone Coated Black 6C	White	Gray
Pantone Uncoated	Pantone Uncoated	Pantone Uncoated	Pantone Uncoated	Pantone Uncoated	Pantone Uncoated	Pantone Uncoated
430U	122U	377U	Reflex Blue U	Black 6U	N/A	N/A
CMYK	CMYK	CMYK	CMYK	CMYK	CMYK	CMYK
0-0-0-75	0-25-85-0	66-25-100-8	100-95-15-10	0-0-0-100	0-0-0-0	37-30-31-0
RGB	RGB	RGB	RGB	RGB	RGB	RGB
100-101-103	255-182-18	99-142-43	33-36-146	35-31-32	255-255-255	166-166-166
Web	Web	Web	Web	Web	Web	Web
646567	FFB612	638e2b	212492	231F20	FFFFFF	a6a6a6
						For digital and

print use only.

<sup>\*</sup> Do not use colors from electronic files that have been converted automatically between RGB/CMYK. Some programs do not make color conversions equal to the values specified in this palette.

Approved fonts for public-facing materials including web content, flyers, external email blasts, etc. Please note that the fonts in the logos may not be altered.

DIN Next LT Pro – Light

**ABCDEFGHIJKLMNOPQRSTUVWXYZ** abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro – Light Italic

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro - Regular

**ABCDEFGHIJKLMNOPQRSTUVWXYZ** abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro - Italic

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!? DIN Next LT Pro - Medium

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro - Medium Italic

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro - Bold

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!?

DIN Next LT Pro - Bold Italic

**ABCDEFGHIJKLMNOPQRSTUVWXYZ** abcdefghijklmnopgrstuvwxyz1234567890&!?

# Arial - Regular

ABCDEFGHIJKLMNOPQRSTUVWXYZ abcdefghijklmnopgrstuvwxyz1234567890&!?

Arial - Bold

**ABCDEFGHIJKLMNOPQRSTUVWXYZ** abcdefghijklmnopgrstuvwxyz1234567890&!?

# Formatting Guidelines

- Use flush left/ragged right alignment.
- Use italic and boldface type sparingly, reserved only for special emphasis.
- All lowercase or all uppercase letters may be used as a special treatment.
- Avoid extreme letter spacing and/or line spacing.
- Ensure strong contrasts when using color type or type on a colored background.
- Do not angle or rotate text. Exception: Angled text may be necessary in some charts and tables.
- Avoid underlining text.

# **Photography**

When creating or selecting photography, it is important to keep certain elements in mind to portray the ARIZONA@WORK message authentically. Our spirit should be conveyed through photos that are simple, clear and direct; original and thought-provoking; and straightforward rather than overly manipulated or contrived.

- Lighting: Bright, natural lighting without the use of special effects.
- Color: Color photography is always preferred.
- 3 Subjects: Real people in very natural poses. Multi-ethnic, optimistic, personable, aspirational and engaged.
- 4 Setting: Workplace, preparing for meetings, mentoring/coaching. For outdoor shots, photos should have Arizona backgrounds, paying specific attention to foliage and architectural styles.











# Signatures

We strive to use photographs of real ARIZONA@WORK recruits, staff and employers. To further personalize this style, their signatures and first names are also included with the images. Signatures should always be reversed out of color and/or photography.







## Website

Websites are one of the most powerful avenues for expressing a unified brand. Consistent application of the brand components (logo, color palette, fonts and photography) ensures that ARIZONA@WORK makes a lasting impression across all online touchpoints.





# **PowerPoint Template**

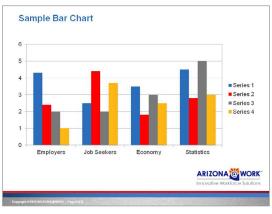
PowerPoint presentation templates are specially designed to create internal and external presentations in a way that reflects our brand. The templates follow the ARIZONA@WORK brand system and include preformatted pages, including graphs and charts.



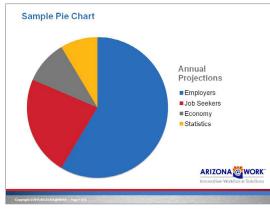
Title Page



Transition Page



**Bar Chart** 



Pie Chart

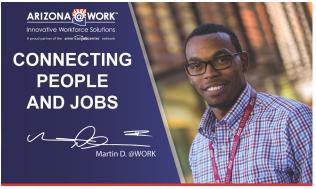
All ARIZONA@WORK flyers and handouts (including hiring event and job fair flyers) must include the following ADA statement:

## **English:**

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with disabilities • To request this document in alternative format or for further information about this policy, contact your local office; TTY/TDD Services: 7-1-1 • Disponible en español en línea o en la oficina local. (Add last sentence ONLY if there is a Spanish version)

## Spanish:

Programa y Empleador con Igualdad de Oportunidades • Servicios y ayudantes auxiliares para personas con discapacidades están disponibles a petición · Para obtener este documento en otro formato u obtener información adicional sobre esta política, comuníquese con la oficina local; Servicios de TTY/TDD: 7-1-1 • Available in English online or at the local office.



## Our #1 Job Is Helping You Find a Job

ARIZONA@WORK is here to help job seekers like you. We have the services and programs you need to find, prepare for and retain employment. Every day, we help people of all backgrounds pursue employment opportunities in a variety of industries statewide. So... Let's get to work!

#### How We Can Help

From career counseling to training and skill development, there are many ways we can help you find and prepare for the right

What You Can Do
View thousands of job postings and upload your resume on
the state's largest workforce database, AZJobConnection.gov. At ARIZONAatWORK.com, you can see the companies we've worked with, read success stories from other job seekers, and

### What Jobs You'll Find

You can explore a full range of job opportunities, from entrylevel to highly skilled positions in diverse industries such as high-tech, manufacturing, health care and many others.

#### How We Serve Veterans

In partnership with the Disabled Veterans Outreach Program (DVOP), we ensure veterans receive priority in all employment services. With local veterans employment representatives, we encourage businesses to hire veterans

#### Where You Can Go Start your own success story by finding the career center

nearest you, and contact your local ARIZONA@WORK representative at www.ARIZONAatWORK.com.

#### Services for Job Seekers

Put Our Services and Programs to Work for You By: · Posting your resume on the statewide job databas

- · Providing career guidance and assessment
- · Matching you with job opportunities that are the "right fit" Preparing you with customized training, education and skills
- · Hosting hiring events where you can connect with employers
- · Assisting with specialized services for veterans, job seekers with disabilities and others.

To help with your job search and better position you for ongoing employment, we can direct you to additional services as needed

See reverse for EOE/ADA/LEP/GINA disclosures

WIO-1086A-FLYENG (7-19)



#### LET'S WORK TOGETHER

ARIZONA@WORK partners with employers throughout the state to find, train and keep the right people. Visit us for business support, employee attainment and training, and much more.

#### RECRUITMENT AND HIRING TOOLS

- · Post jobs on www.AZJobConnection.gov, the state's largest workforce database
- · Match with job seekers that meet your hiring criteria
- · Connect with skilled applicants through regular-occurring ARIZONA@WORK job fairs
- · Assess prospective employees' reading, writing and computer proficiencies
- · Utilize ARIZONA@WORK space to host hiring events and interview candidates

#### EMPLOYEE DEVELOPMENT

- ARIZONA@WORK will tailor-fit training for your employees
- · On-the-job-training for qualified employees, with their salary partially subsidized
- · Create your own Registered Apprenticeship Program to develop skilled and committed employees
- . Design a customized curriculum to meet your workforce needs and supplement short-term training costs through the Arizona Job Training Program

#### BUSINESS SUPPORT RESOURCES

ARIZONA@WORK can help make sense of the changing labor landscape with data that brings the economic and occupational picture of your market area into focus, including:

- · Local and national labor market, employment and economic information
- · Population and demographic statistics
- · Industry trends and occupational outlook surveys
- Labor law compliance updates
- Unemployment insurance information
- · Work Opportunity Tax Credits for hiring employees from specific demographics
- Rapid Response Services to provide companies that are downsizing or restructuring with resources and support

Learn more about how ARIZONA@WORK can help your business by visiting: www.ARZIONAatWORK.com





@ARIZONAatWORK



@ARIZONAatWORK

Equal Opportunity Employer / Program - Auxiliary aids and services are available upon request to individuals with disabilities - To request this document in alternative format or for further information about this policy, contact your local office; TTY/TDD Services: 7-1-1 WIO-1121A FLYENG (4-19)



Business Card (Front)



Business Card (Back)



December 11, 2015

First name Last name Company Name 12234 Street Address City, State Zip Code

Dear First name

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First name Last name

1701 North 4th Street | Flagstaff, AZ 86004 | (928) 779-4557 | ARIZONAatWORK.com/coconino

A proud partner of the americaniobcenter network

Printed Letterhead



December 11, 2015

First name Last name Company Name 12234 Street Address City, State Zip Code

Dear First name

Lorem ipsum dolor sit amet, consectetuer adipiscing elit, sed diam nonummy nibh euismod tincidunt ut laoreet dolore magna aliquam erat volutpat. Ut wisi enim ad minim veniam, quis nostrud exerci tation ullamcorper suscipit lobortis nisl ut aliquip ex ea commodo conseguat.

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First name Last name

1701 North 4th Street | Flagstaff, AZ 86004 | (928) 779-4557 | ARIZONAatWORK.com/coconino

A proud partner of the american obcenter network

Digital Letterhead: Microsoft Word

# **Event Flyers**

Choose from one of the four ARIZONA@WORK hiring event/job fair templates and add the following information for your event:

- 3 (or less) bullet points under "Desired Qualifications" (less is more – only include the most important information)
- "Job Description" 1 sentence explaining the type of work
- "Employer name" is seeking "position type" (keep in different color font) to work in "city or county name"
- Date and Time (keep current format)
- Address for hiring event (not employer's address)
- Contact information









# [Company] is seeking [JOB TITLE] to work in [city or county]!

Day, Month X, 2018 WHEN: 10:00 a.m. - 3:00 p.m.

1234 Anystreet WHERE: City, AZ 8XXXX

# **Desired Qualifications**

- Type 40 Words Per Minute
- **High School Diploma or Equivalent**
- Comfortable in a Medical Patient Setting

[job description] Paid Classroom Training Provided in Medical Terminology, Medical Charting and Minor Coding.

Please visit a Workforce Specialist for résumé and interview assistance PRIOR to the Event.

> Call xxx-xxx-xxxx or visit: www.ARIZONAatWORK.com



**Horizontal Options** 

# **Event Flyers**



Choose from one of the four ARIZONA@WORK hiring event/job fair templates and add the following information for your event:

- 3 (or less) bullet points under "Desired Qualifications" (less is more – only include the most important information)
- "Job Description" 1 sentence explaining the type of work
- "Employer name" is seeking "position type" (keep in different color font) to work in "city or county name"
- Date and Time (keep current format)
- Address for hiring event (not employer's address)
- Contact information

ARIZONA@WORK is required to provide all vital information in English and Spanish. Spanish hiring event templates will be provided to the local areas. Local areas are responsible for translating the pertinent content added to the templates.



**Horizontal Options** 

# **Email Signatures**

Consistent email signatures are specially designed to create internal and external consistency of our brand. Logo must include the "A Proud Partner of American Job Center Network" tagline with your local area's name (refer to logos page).

The preformatted templates follow ARIZONA@WORK's brand system.

## First name Last name Job Title

Office: (602) 256-3147 Mobile: (602) 256-3147











## First name Last name Job Title

Office: (602) 256-3147 Mobile: (602) 256-3147 ARIZONAatWORK.com first.last@phoenix.gov **Business and Workforce Development Center** 302 N. First Avenue, 6th Floor | Phoenix, AZ 85003







All communications created for ARIZONA@WORK must conform to these brand guidelines.

For specific questions contact the ARIZONA@WORK public information officer at (602) 771-6294.

