



**NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD**

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board and to the general public that the Maricopa County Workforce Development Board will hold a meeting open to the public on:

Thursday, October 19, 2023 – 9:30 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

The Agenda for the meeting is as follows:

****Indicates materials attached, please review/read prior to meeting.***

1. Call to order.

2. Roll Call.

3. Welcome and Opening Remarks.

4. Consent Agenda.

For Possible Action.

The Committee will consider and vote on the items on the consent agenda. Consent agenda is established to efficiently dispense the business of the MCWDB. These items will not be discussed unless a Member of the Committee asks to remove the item from the consent agenda.

- a. Meeting Minutes: August 17, 2023*
 - b. Service Provider Agreement Renewal*
 - c. Fiscal Reports*
 - d. Executive Director’s Report*
 - e. FY23 MCWDB Annual Report*
 - f. One-Stop Operator Monthly Report*
 - g. August Jobs Report*
 - h. Careers Pathway Strategist Report*
-

5. Chair Report.

Discussion Only.

6. Community Impact Statements.

- a. MCWDB Success Story*
-

PUBLIC PARTICIPATION AND ACCESS: “The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body.” Note: Agenda items may be taken out of order

“Equal Opportunity Employer/Program.” “Auxiliary aids and services are available upon request to individuals with disabilities.” A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours’ notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.

7. Information/Discussion Only.

- a. In-Demand Industries Presentation: Intel*
- b. Service Provider Update*
- c. FY24 MCWDB Committee Membership/Appointments Update
 - i. Regional Workforce Initiatives Committee Appointments
 - Sam Wolo, City of Phoenix Workforce Board Chair (Non-MCWDB Member)
 - Harold Christ, Pinal County Workforce Board Chair (Non-MCWDB Member)
 - Matt McGuire, Senior Vice President, Optima, Inc. (Non-MCWDB Member)
 - ii. Employer Connection Committee Appointment
 - Tami Martinez, Director of Operations, Televerde Foundation (Non-MCWDB Member)
 - iii. Youth Committee Appointments
 - Barbara Coakley, CTE Director, Peoria Unified School District (Non-Board Member)
 - Tony Finn, Vice President, ElevateEdAZ (Non-Board Member)
 - Jessica Rivera-Garcia, Executive Director Arizona Head Start (Non-Board Member)
 - Marie Raymond, Manager, Office of Education, Career & Family Services, Town of Tempe (Non-Board Member)
- d. MCWDB Committee Updates
 - i. Executive Committee
 - ii. Youth Committee
 - iii. Employer Connection Committee
 - iv. Regional Workforce Initiatives Committee

8. Call to Public.

9. Adjourn.

NEXT MEETING: December 14, 2023

*PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." **Note: Agenda items may be taken out of order***

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Consent Agenda

Meeting Minutes



MARICOPA COUNTY

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MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD

Thursday, August 17, 2023 – 9:30 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

Members Present: Angela Creedon, Bonnie Schirato, Kathryn “Che” Collins, Gregg Ghelfi, Grenee Martacho, Ismial Rangel, Jacob Evenson, Jason Walker, Konrad Robichaud, Leah Hill, Marcia Veidmark, Matt Clark, Noelle Trinder, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra

Members Absent: Darcy Renfro, Elizabeth Valdez, Joe Veres, Loren Granger, Scott Holman, Steve Navis, Tina Drews

MEETING

Call to Order.

Chair Leah Hill called the meeting to order at 9:35 a.m. and requested a roll call.

Roll Call.

MCWDB Board Liaison Deseret Romero took the roll call. A quorum was present.

Welcome and Opening Remarks.

Chair Hill welcomed everyone and read the MCWDB’s vision, values, and goals.

Consent Agenda.

- a. Meeting Minutes: June 15, 2023
- b. Fiscal Reports
- c. Executive Director’s Report
- d. PY23 Allocations
- e. FY23 MCWDB 4th Quarter Report
- f. Title IB 4th Quarter Report
- g. 2022 Maricopa County Recertification Approval
- h. One-Stop Operator Monthly Report
- i. June Jobs Report
- j. Shared Governance Agreement

MOTION: Chair Hill asked for a motion to approve consent agenda items. Bonnie Schirato made a motion; Kathryn “Che” Collins seconded the motion.

All in favor vote held:

In favor: Angela Creedon, Bonnie Schirato, Kathryn “Che” Collins, Gregg Ghelfi, Grenee Martacho, Ismial Rangel, Jacob Evenson, Jason Walker, Konrad Robichaud, Leah Hill, Marcia Veidmark, Matt Clark, Noelle Trinder, Shawn Hutchinson, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

Chair Report.

Chair Hill thanked those Members that attended the 2023 Arizona Workforce Summit. Chair Hill also shared the July unemployment rate for Arizona and her excitement to assist the current job seekers.

Vice Chair Bonnie Schirato thanked Chair Hill for an amazing job representing the MCWDB on the panel at the 2023 Arizona Workforce Summit.

Information/Discussion Only.

a. In-Demand Industries Presentation: Healthcare Careers Pathways at Banner

Banner Health Talent Management Director Marea Bryson and Banner Health Human Resources Program Manager for Career Pathways Breanna Roland provided a Healthcare Career Pathways at Banner presentation. Below are the highlights of their presentation.

| | |
|--|---|
| Banner Mission What Banner is seeing in the United States <ul style="list-style-type: none">• 47.7 million (US works quit jobs in 2021)• 40% (switched jobs in 2021)• 94% (workers will stay at companies that invest in their careers) | Banner Service Areas (6 states) What's Happening at Banner <ul style="list-style-type: none">• 18.8% (YTD Annualized Voluntary Turnover)• 4,404 (current vacancies)• 21,457 (hires in 2022) |
| Investing in Banner Team Members <ul style="list-style-type: none">• MVP Recognition• Banner Wage & Pay Practice Actions• Starting Pay Rate Increases• RN Special Pay Increases | Growing Population Outpacing Growth in Health Worker Labor Force <ul style="list-style-type: none">• 13.9% (Arizona's population growth – 10 years)• No. 1 (Phoenix fastest growing city in US)• 8:1000 (Arizona RN to population ratio) |
| Building Career Pathways in Healthcare Career Pathways: Current Impact Successes and Challenges | History and Timeline Real Stories from Participants Future at Banner |

Chair Hill thanked Ms. Bryson and Ms. Roland for their presentation and inquired about Banner's healthcare collaborations. Ms. Bryson noted Banner's department collaboration and elaborated on Banner's tuition reimbursement to better assist those who might be eligible for tuition reimbursement assistance.

MCWDB Members Shawn Hutchinson and Marcia Veidmark shared a few personal stories of their experiences with Banner ad their careers pathway program.

Community Impact Statements.

a. MCWDB Success Story

Workforce Development Division Youth Career Advisor Helena Durrenberger shared the MCWDB success story.

Information/Discussion Only.

a. MCWDB Training: Title III

Arizona Department of Economic Security Assistant Program Manager Ismial Rangel provided the MCWDB with a Title III training. Below are the highlights from Mr. Rangel's presentation.

- What is Title III/Wagner-Peyser Employment Services?
- What services are provided to Job Seekers?
- Services for Employers
- Migrant Seasonal Farm Worker (MSFW) Program

- Other Programs Supported by DES Workforce Development Administration

b. Service Provider Update

Workforce Development Division Assistant Director Jared Beard provided the MCWDB with a Service Provider Update. Below are the following highlights from Mr. Beard’s presentation.

FY23 Title IB 4th Quarter

Program Participation

20% Decrease in participation (due to low unemployment rate)

Center Traffic

- West Valley – 8449 Job Seekers
- East Valley – 6954 Job Seekers

Apprenticeship

- 500 supported apprentices
- 273 enrolled new apprentices

WIOA Performance

- Exceeded 90% Goal (Adult 106.58% - Dislocated Worker 97.48% - Youth 115.32%)

Program Highlights

Adult/Dislocated Worker Program

- 212 Meet and Greet Appointments
- 63 Enrolled Participants

Youth Program

- Co-hosting Youth Job Fair w/ City of Tempe
- Hosting Gilbert High School Students at East Valley Carer Center

Business Services

- Community Participation Increase
- Job Referrals and Placement Increases

Mr. Beard additionally share the Service Provider’s focus on being intentional in FY24, due to allocation reductions. Specifically focusing on those who really need workforce services.

Mr. Beard also briefly shared the recent development of the Labor Market Trends Reports for the East and West Valley Career Centers (included in the meeting materials).

c. In-Demand Careers and Apprenticeship Strategist Highlights

MCWDB In-Demand Careers and Apprenticeship Strategist Jordan Dodeward, provided a presentation on the In-Demand Careers and Apprenticeship Strategist Highlights. Below are the highlights to Ms. Dodeward’s presentation.

Recent Events

- July 17, 2023
2023 Arizona CTE Summer Conference

Upcoming Events

- August 30 2023
Arizona Healthcare Apprenticeship Accelerator
- October 2023
IT Apprenticeship Accelerator

d. 2023 Arizona Workforce Summit

Chair Hill thanked the MCWDB staff for participating in the planning of the first Arizona Workforce Summit and opened the conversation for those Board Members that would like to share their experience with attending the Summit.

Vice Chair Schirato enjoyed the Summit discussions, might consider assigned seating next year, and would like to hear what’s next after the Summit.

Board Member Marcia Veidmark agreed that assigned seating might be a good idea, she enjoyed the day 2 panel discussions and is looking forward to next year.

Chair Hill agreed that the panel discussions were enjoyable and provided ideal conversation with workforce, economic development and education specific participants. She also noted the participation of Governor Hobbs, local elected officials, National Governors Association and the National Association of Workforce Boards.

e. MCWDB Committee Updates

i. Executive Committee

Chair Hill shared a brief summary of the August 3, 2023 Executive Committee meeting, including agenda items approved for moving forward to the MCWDB Full Board for consideration and informational presentations.

Call to the Public.

Chair Hill made a call for public comment. No one spoke.

Adjourn.

Chair Hill adjourned the MCWDB meeting at 10:58 a.m.

**For additional information, contact MCWDB staff at: MCWDB@maricopa.gov*



Consent Agenda. Service Provider Agreement Renewal



MARICOPA COUNTY

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Service Provider Agreement (SPA) Revision Update

September 21, 2023

Background

Service Provider Agreement(SPA)

- The Service Provider Agreement or “SPA” is the written Agreement between the Maricopa County Workforce Development Board (MCWDB) and the designated Service Provider that describes how the Service Provider will carry their roles and responsibilities under WIOA.
- Renew and approve every 3-years.
- Renewed term for SPA: Date signed - 12/31/2026. ✓

Summary of Revisions

- Updated agreement term,
- Confirmed alignment with Arizona Workforce Council policies,
- Spelling, grammar, punctuation and format revisions.

01 Complete

- MCWDB staff redline revisions.

02 In progress

- Maricopa County Leadership review, input, and redline revisions.
- Maricopa County attorney review, input, and redline revisions.
- **Executive Committee approval to move forward to MCWDB.**
- MCWDB approval.
- BOS approval.

Next Steps

Timeline

- 10/19/2023 Full Board Approval
- 11/2023 Board of Supervisors Approval

Questions?



Recommendation

Recommend approval to move the revised Service Provider Agreement forward, pending any major changes from Leadership or the attorney's final review to the Full board



Thank You



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SERVICE PROVIDER MEMORANDUM OF UNDERSTANDING

Between
Maricopa County Workforce Development Board and
Service Provider

This Service Provider Memorandum of Understanding (MOU) is made between the Maricopa County Workforce Development Board ("WDB") and the Maricopa County Human Service Department ("Provider") to be a Service Provider for the WDB. This MOU is made in accordance with the policy of the Workforce Arizona Council.

I. PARTIES

- A. The parties to this Agreement are:
 - i. Board of Supervisors
 - ii. Maricopa County Workforce Development Board (MCWDB)
 - iii. Maricopa County Human Services Department ("Service Provider" or "Provider")
- B. The Board of Supervisors, Maricopa County Workforce Development Board, and Service Provider are collectively referred to as the "Parties" and individually as a "Party."

II. BACKGROUND RECITALS

- A. The Workforce Innovation and Opportunity Act (WIOA) was established to increase employment, education, and training for individuals with barriers, to support the alignment and improvement of the workforce development system, to improve the skills of workers to secure employment with family-sustaining wages, provide employers with a skilled workforce for competitiveness, and to provide workforce activities through state and local workforce development systems.
- B. Maricopa County is designated the local workforce development area by the Governor and is the grant recipient funded to administer WIOA in Maricopa County, outside of the City of Phoenix.
- C. The MCWDB is the workforce development board for the Maricopa County Local Workforce Development Area.
- D. Workforce Arizona Council policy requires that a written agreement be entered and executed between the WDB and the Service Provider.
- E. The MCWDB, through its service providers, is committed to providing comprehensive, integrated, and regional workforce services within the local service area.
- F. The Parties agree to a relationship built on mutual respect and cooperation, which recognizes a common goal, operates in the best interest of the community, ensures transparent and open communication, and is timely and responsive in activities.
- G. The Parties acknowledge that WIOA laws and regulations, Training and Employment Guidance Letters (TEGLs), Uniform Administrative Guidance, State Law and applicable policies, the Arizona Department of Economic Security WIOA contract, and County policies shall be adhered to in their entirety. The Parties acknowledge that sub-

recipients of Federal funds must follow the Uniform Guidance at 2 CFR part 200, including the contractual provisions in 2 CFR 200.326 and 2 CFR part 2900.

- H. In consideration of the recitals set forth above and incorporated by reference, the Parties agree to the provisions contained within this document.

III. PURPOSE

- A. The purpose of the Agreement is to document the Parties' agreement that the Provider for the WIOA Title 1B Adult, Dislocated Worker, Youth, and Rapid Response services within the Maricopa County local workforce area is the Workforce Development Division of the Maricopa County Human Services Department. The Agreement provides:
 - i. clear reference to service ownership,
 - ii. accountability, roles, and/or responsibilities,
 - iii. a clear, concise, and measurable description of services to be provided.

IV. DEFINITIONS

For the purposes of this Agreement, the following terms shall have the meaning set forth below:

- A. Career Services Provider: the provider of services as specified in WIOA to "Adults" and "Dislocated Workers."
- B. Chief Elected Officials (CEO): the Board of Supervisors (BOS).
- C. Fiscal Agent: the CEO, or designated entity, responsible to perform accounting and fund management for WIOA funds.
- D. Grant Recipient: the CEO, or designated entity, responsible for grant administration, compliance, policy, and oversight of the WIOA program and funds in the Local Workforce Area.
- E. In-Demand Industry Sector or Occupation: A vocation or vocational field that:
 - i. has a substantial current or potential impact on the Local Workforce Area,
 - ii. contributes to the growth or stability of other supporting businesses or sectors and/or,
 - iii. has or is projected to have a number of available positions, an impact on the local economy, and lead to economic self-sufficiency and opportunities for advancement.
- F. Local Workforce Area: Maricopa County as designated by the Governor.
- G. Local Workforce Development Board: the Workforce Development Board as defined by 20 CFR 679.310.
- H. Service Provider: an organization or entity that directly provides Career Services in the Local Workforce Area.
- I. Training and Employment Guidance Letter (TEGL): the guidance letter issued by the US Department of Labor.
- J. WIOA: the Workforce Innovation and Opportunity Act of 2014, as amended.
- K. Youth Services Provider: the provider of services to youth as specified in WIOA.

V. EFFECTIVE DATE, TERM AND TERMINATION

- A. This Agreement shall be effective from the date signed by both Parties until December 31st, 2026.
- B. The Agreement may be renegotiated or terminated by either Party with three (3) months' notice in writing to the other party. Such notice shall be given by personal delivery or by Registered or Certified mail.
- C. This Agreement is subject to the statutory language of A.R.S. § 38-511 which is incorporated herein by reference.
- D. If any action is taken by any State agency, federal department, or any other agency or instrumentality with legal authority to suspend, decrease, or terminate its fiscal obligation under, or in connection with this Agreement, the Parties may amend, suspend, decrease or terminate their obligations under or in connection with this Agreement. In the event of termination, the Parties shall be liable for payment only for services rendered prior to the effective date of the termination, provided that such services performed are in accordance with the provisions of this Agreement. The Parties shall give written notice of the effective date of any suspension, amendment, or termination under this section at least ten (10) calendar days in advance.
- E. This Agreement may be terminated by mutual written Agreement of the parties specifying the termination date therein.

VI. AMENDMENTS

- A. Any change to this Agreement shall be in writing and signed by all Parties.

VII. AUTHORIZED OFFICIALS

- A. For the Workforce Development Board: The Chairman of the Workforce Development Board
- B. For Provider: The Chairman of the Board of Supervisors

VIII. SCOPE OF WORK

- A. Career Services
 - i. The "Provider" is responsible for providing staffing and program services to meet the needs of job seekers and employer customers. The "Provider" will provide staff to deliver quality services to customers and determine need for supportive services, employment and training; and assess availability, suitability and identification of resources to meet those needs. At the direction of the Provider, staff shall perform duties in all areas outlined below.
 - ii. "Provider" shall provide staffing for the following career services elements:
 - a. Basic Services as described in WIOA § 134I(2)(A)(i)-(xi) and 20 CFR § 678.430(a) available through the One-Stop delivery system. Provider shall provide services, which may include outreach, intake, orientation, initial assessments, labor exchange/job search, labor market information, support services, AZ@WORK enrollment activities, and referral decisions based on information obtained in the intake process.

Services provided will be entered into the State automated system based on the Department of Economic Security requirements.

- b. Individualized Services as described in 20 CFR § 678.430(b), if determined appropriate in order for an individual to obtain and retain employment. Provider shall, at a minimum, provide services which may include comprehensive assessments, individual employment plan formulation, career planning/counseling, skill development/workforce preparation through short-term prevocational internships, work experiences, pre-apprenticeship activities, financial literacy, and English Language education. Services provided will be entered into the State automated system based on the Department of Economic Security requirements.
- iii. Adult and dislocated worker staff under this contract will provide services throughout the Maricopa County local workforce area. Staff will deliver WIOA Title IB workforce development services to both job seekers and employer customers. Adult and dislocated worker services will be provided through the job center(s) to eligible individuals. These services may include outreach, initial and comprehensive assessments, eligibility determination, enrollment, documentation, career counseling, skills development through an appropriate mix of classroom training, on-the-job training, work experience, job placement, pre-apprenticeships, apprenticeships and other services as appropriate, referrals for additional services, support services, and post program/employment follow up services.
- iv. All appropriate materials must contain the equal opportunity employer/program" statement provided by the US Department of Labor and State policy. All materials must also include the statement that "auxiliary aids and services are available upon request to individuals with disabilities."
- v. "Provider" will be responsible for determining eligibility and for collecting and verifying all necessary eligibility documents. These verification documents must be maintained by the Provider.
 - a. Adult program services are available to those as defined by law, regulation, and guidance and may include:
 1. anyone 18 years or older
 2. a United States citizen or legally authorized to work in this US
 3. a male, in compliance with Selective Service registration requirements
 4. a disadvantaged adult is an adult who received income or is a member of a family that received a total family income, that in relation to the family size, does not exceed the local area designated poverty line standard income level.
 - b. Dislocated Worker services are available to those as defined by law, regulation and guidance and may include individuals who:
 1. have been terminated or laid off due to no fault of their own or have received notice of a termination or layoff;

2. are eligible for or have exhausted unemployment insurance; or
 3. are not eligible for unemployment benefits due to insufficient earnings or having performed services for an employer that were not covered under State unemployment compensation;
 4. are unlikely to return to their previous industry or occupation;
 5. were self-employed but are unemployed as a result of general economic conditions in the community or because of natural disasters, displaced homemakers, spouse of an Armed Forces on active duty, and the long term unemployed (12 or more consecutive weeks).
- vi. Individual Employment Plans ("Individualized Employment Plan") are an individual career service for adult and dislocated worker. IEPs may be developed when determined appropriate between the participant and the career service provider. (680.170)
- B. Follow-up Career Services
- i. Provider will provide follow-up career services, , as described in WIOA 134I(2)(A)(xiii) and § 678.430(c) and State Policy to participants in adult or dislocated worker workforce investment activities who are placed in unsubsidized employment for a minimum of twelve (12) months following the first day of employment.
- C. Training Services
- i. Provider will provide training services as described in 20 CFR §680.200, as necessary. These services may be made available to employed and unemployed adults and dislocated workers who:
 - a. Provider staff determines, after an interview, evaluation or assessment and career planning are:
 1. Unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services;
 2. In need of training services to obtain or retain employment leading to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and
 3. Have the skills and qualifications to participate successfully in training services.
 - b. Select a program of training that is directly linked to the employment opportunities in the local area or the planning region, or in another area to which the individuals are willing to commute or relocate;
 - c. Are unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as State funded training funds, Trade Adjustment Assistance (TAA) and Federal Pell Grants established under title IV of the Higher Education Act of 1965, or require WIOA assistance in addition to other sources of grant assistance, including Federal Pell Grants (provisions relating to fund coordination are found at 20CFR §680.230 and WIOA § 134(c)(3)(B)); and

- d. If training services are provided through the adult funding stream, are determined eligible in accordance with the State and local priority system in effect for adults under WIOA § 134(3)I and § 680.600.
- ii. Training Services available to qualified adults and dislocated workers and employers:
 - a. Occupational skills training, including training for non-traditional employment;
 - b. Pre-Apprenticeships and Apprenticeships;
 - c. Work experience or internship, in accordance with 680.170;
 - d. Programs that combine workplace training with related instruction, which may include cooperative education programs;
 - e. Training programs operated by the private sector;
 - f. Skills upgrading and retraining;
 - g. Entrepreneurial training;
 - h. Transitional jobs in accordance with WIOA § 134(d)(5) and §§ 680.190 and 680.195;
 - i. Job readiness training provided in combination with services listed in this section;
 - j. Adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, provided concurrently or in combination with training services listed in this section;
 - k. Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training; and
 - l. Individual Training Accounts (ITAs) and access to lists of eligible training providers and programs of training through the one-stop delivery system to adults and dislocated workers needing training. The lists of eligible training providers and programs shall contain quality consumer information, including cost and performance information for each of the providers' programs, so that participants can make informed choices on where to use their ITAs.
 - m. May include on-the-job training (OJT) and incumbent worker training, in accordance with WIOA § 134(d)(4) and §§ 680.780, 680.790, 680.800, 680.810 and 680,820. Services may be subject to funding availability, demand, and MCWDB focus and priorities.

D. Rapid Response Services

- i. Provider will provide Rapid Response services as described in 20 CFR § 682.300 – 682-370 as necessary to Dislocated Workers.
- ii. Rapid Response shall be delivered when one or more of the following circumstances occur(s):
 - a. Announcement or notification of permanent closure regardless of the number of workers affected;
 - b. Announcement or notification of a mass layoff as defined in § 682.305;

- c. A mass job dislocation resulting from a natural or other disaster; or
 - d. The filing of a Trade Adjustment Assistance (TAA) petition.
- iii. Rapid Response activities shall include:
- a. Layoff aversion activities as described in § 682,320, as applicable.
 - b. Immediate and on-site contact with the employer, representatives of the affected workers, and the local community, including an assessment of and plans to address the following:
 - 1. Layoff plans and schedule of the employer;
 - 2. Background and probable assistance needs of the affected workers;
 - 3. Reemployment prospects for workers; and
 - 4. Available resources to meet the short and long-term assistance needs of the affected workers.
 - c. The provision of information and access to unemployment compensation benefits and programs, such as Short- Term Compensation, comprehensive one- stop delivery system services and employment training activities, including information on the TAA program (19 U.S.C 2271 et seq.), Pell Grants, the GI Bill and other resources.
 - d. The delivery of other necessary services and resources, including workshops and classes, use of worker transition centers and job fairs, to support reemployment efforts for affected workers.
 - e. Partnership with the Local WDB(s) and CEO to ensure a coordinated response to the dislocation event and, as needed, obtain access to State and local economic development assistance. Such coordinated response may include the development of an application for a national dislocated worker grant as provided under 20 CFR Part 687
 - f. The provision of emergency assistance adapted to the particular layoff or disaster.
 - g. Developing systems and processes as appropriate for:
 - 1. Identifying and gathering information for early warning of potential layoffs or opportunities for layoff aversion;
 - 2. Analyzing and acting upon data and information on dislocations and other economic activity in the State or local area; and
 - 3. Tracking outcome and performance data and information related to the activities of the rapid response program.
 - h. Developing and maintaining partnerships with other appropriate Federal, State and local agencies and officials, employer associations, technical councils, other industry business councils, labor organizations and other public and private organizations, in order to:
 - 1. Conduct strategic planning activities to develop strategies for addressing dislocation events and ensuring timely access to a broad range of necessary assistance; and

2. Develop mechanisms for gathering and exchanging information and data relating to potential dislocations, resources available and the customization of layoff aversion or rapid response activities, to ensure the ability to provide rapid response services as early as possible.
 - i. Delivery of services to worker groups for which a petition for Trade Adjustment Assistance has been filed.
 - j. As described in 20 CFR § 682.350, work with ADES to request the provision of additional assistance to local areas that experience disasters, mass layoffs, or other dislocation events when such events exceed the capacity of the local area to respond with existing resources as provided under WIOA § 134(a)(2)(A)(i)(III).
 - k. Provision of guidance and financial assistance, as appropriate, in establishing a labor-management committee voluntarily agreed to by the employee's bargaining representative and management. The committee may devise and oversee an implementation strategy that responds to the reemployment needs of the workers. The assistance to this committee may include:
 1. The provision of training and technical assistance to members of the committee; and
 2. Funding the operating costs of a committee to enable it to provide advice and assistance in carrying out rapid response activities and in the design and delivery of WIOA authorized services to affected workers.
- E. Youth Services
- i. Youth services as described in 20 CFR § 681.200 – 681.650 are to be provided to WIOA Title IB eligible youth, who are either in-school, ages fourteen to twenty-one (14-21) (unless an individual with a disability who is attending school under State law) or out-of-school, ages sixteen to twenty-four (16-24).
 - ii. The "Provider" will make available the following **fourteen (14)** elements for the Maricopa County local workforce development area either directly or via subcontracts.
 - a. **Comprehensive guidance and counseling activities** – to assist youth in making sound decisions regarding their education and professional plans and goals. Counseling and guidance activities related to life choices may include assisting youth to:
 1. Deal with the pressures of life;
 2. Resolve interpersonal conflicts with others;
 3. Avoid and/or resist peer pressure;
 4. Understand how educational/vocational choices impact their future lifestyle;
 5. Life Skills training (budgeting, time management, etc.); and
 6. Drug and alcohol abuse counseling

- b. **Financial Literacy education** – supporting the ability of participants to create household budgets, initiate savings plans, and make informed financial decisions about education, retirement, home ownership, wealth building, or other savings goals.
- c. **Services that provide labor market and employment information about the targeted industry sectors or occupations available within the local area** – such as career awareness, career counseling, and career exploration.
- d. **Tutoring, study skills training, and instruction, as well as evidence-based dropout prevention and recovery strategies** – that lead to completion of the requirements for a secondary school diploma or its recognized equivalent or for a recognized postsecondary credential.
- e. **Entrepreneurial skills training** – including, but not limited to, knowledge of start-up business models, writing business plans, financial management, basic accounting and finance principles, legal and risk management, marketing needs and planning, customer service and time management, HR issues, record keeping, and taxes.
- f. **Paid and unpaid work experiences** – that have an academic component and occupational education, which may include summer employment opportunities, pre-apprenticeship programs, internships and job shadowing, and on-the-job training.
- g. **Occupational skills training** – post-secondary education and/or skills training to attain industry standard certifications.
- h. **Leadership development opportunities** – encourage responsibility, employability, pre-employment training, and citizenship. Activities may include life skills instruction, decision-making skills training, cultural diversity instruction, community service projects, self-esteem building activities, and real-life skills. Other leadership development opportunities may also include peer-centered activities, including peer mentoring and tutoring, community service-learning projects, exposure to post-secondary educational opportunities, and work simulation.
- i. **Adult mentoring** – for the period of program participation and a subsequent period.
- j. **Supportive services** – such as transportation assistance, childcare, work attire/related tools, and eyewear.
- k. **Follow-up services** – The "Provider" will provide the appropriate services/activities to enhance the youth's academic/occupational progress to ensure long-term success. Follow-up services for youth may include: (1) leadership development and supportive service activities; (2) regular contact with a youth participant's employer, including assistance in addressing work-related problems that arise; (3) assistance in securing better paying jobs, career pathway development, and further education or training; (4) work-related peer support groups;

(5) adult mentoring; and/or (6) services necessary to ensure the success of youth participants in employment and/or post-secondary education.

- l. **Alternative secondary school instruction or dropout recovery services**
- m. **Activities that help youth prepare for and transition to post-secondary education and training.**
- n. **Education offered concurrently_ with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster** – Workforce preparation activities, basic academic skills, and hands-on occupational skills training are to be taught within the same time frame and connected to training in a specific occupation, occupational cluster, or career pathway. (WIOA sec. 129I(2)I).

F. Business Services

- i. Provider shall provide business services as described in 20 CFR § 678.435 as necessary to local employers. Business services may include:
 - a. Promote employer openings;
 - b. Pre-screen for qualified candidates;
 - c. Make candidate referrals to employers;
 - d. Career Fairs;
 - e. Employer Hiring Events;
 - f. Provide and analyze Labor Market Information (LMI) including:
 - 1. Competitor analysis and
 - 2. Wage analysis;
 - g. Commute analysis;
 - h. Assist with potential business relocations;
 - i. Business retention and expansion for local economic developers;
 - j. Regional partnerships; and
 - k. Input on industry sector partnerships.

G. Prioritization

- i. Priority Populations
 - a. Provider shall focus on serving those who have one or more barriers to employment with special emphasis and specific focus on low-income individuals and families, justice-involved, single parents, and homeless individuals.
 - b. Provider shall develop relationships with other local entities that serve these populations to ensure that they know how to refer clients to Provider for services.
 - c. Priority populations served by Provider shall be as follows:
 - 1. Veterans;
 - 2. Low-income individuals;
 - 3. Justice-involved or ex-offenders;
 - 4. Single parents;
 - 5. Homeless individuals;
 - 6. Individuals with disabilities;

7. Elderly individuals;
 8. Current or former youth involved in the foster care system;
 9. English language learners and basic skills deficient;
 10. Long-term unemployed; and
 11. Displaced homemakers.
- ii. Priority of Service Policy
 - a. ARIZONA@WORK Maricopa County WIOA Adult Program funding will be utilized strictly for the following priority populations.
 1. Recipients of Public Assistance
 2. Individuals with Low-Incomes
 3. Individuals who are Basic Skills Deficient
 4. Veterans and their Eligible Spouses
 - iii. Priority Industries
 - a. Provider will exercise fiscal responsibility by prioritizing funding to the industries designated as in-demand by the MCWDB across all programs.
 - b. Provider shall provide industry data to MCWDB upon request to ensure industries being prioritized are consistent with the strategic direction of the MCWDB.
 - c. Funding for opportunities outside of those deemed in-demand will be reserved for those whose justice-involved backgrounds and current circumstances do not allow them the same opportunities as others.
- H. For all services provided, Provider shall determine the appropriate assessments to administer to clients.
 - I. Provider staff shall utilize family-centered and evidence based coaching practices in working with all participants.

IX. PERFORMANCE MEASURES

- A. Performance measurements shall be negotiated between the WDB and the State of Arizona WIOA Administrative Entity.
- B. Provider may propose performance measurements to the WDB for consideration prior to WDB's formal negotiation with the State of Arizona.
- C. Provider shall meet or exceed annual performance levels. Program year performance levels shall be effective after the WDB and Chief Elected Official approve.
- D. Failure to meet any of the performance measures after the end of the Program Year may require a written corrective action plan from Provider. If Provider fails the same performance measure two consecutive years and the Arizona Department of Economic Security imposes sanctions, the WDB may apply those sanctions onto Provider.
- E. Performance measurements are defined as:
 - i. Employment Rate: The percentage of participants who are in unsubsidized employment and/or for Youth participants who are participating in Postsecondary Education during the second and fourth quarter after exit from the program.
 - a. 2nd Quarter after Exit
 1. Adult

2. Dislocated Worker
3. Youth
- b. 4th Quarter after Exit
 1. Adult
 2. Dislocated Worker
 3. Youth
- ii. Median Earnings: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.
 - a. 2nd Quarter after Exit
 1. Adult
 2. Dislocated Worker
 3. Youth
- iii. Credential Attainment Rate: The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.
 - a. During participation in or within 1year after exit from the program
 1. Adult
 2. Dislocated Worker
 3. Youth
- iv. Measurable Skills Gains: The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Depending on the type of education or training program, documented progress is defined as one of the following:
 - a. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
 - b. Documented attainment of a secondary school diploma or its recognized equivalent;
 - c. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards;
 - d. Satisfactory or better progress report towards established milestones, such as completion of OJT or completion of one year of an

apprenticeship program or similar milestones, from an employer or training provider who is providing training; or

- e. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade- related benchmarks such as knowledge-based exams.
- f. A gain shall be attained and documented at the end of each program year (June 30th)
 1. Adult
 2. Dislocated Worker
 3. Youth

X. SUBCONTRACTS

- A. Provider shall provide a quarterly report to the WDB listing all subrecipient contracts for services.

XI. INFORMATION SYSTEMS

- A. Provider must ensure staff have access to the appropriate information systems and safeguard these information systems from unauthorized access of use.
- B. Provider shall only utilize the Arizona Job Connection data system (or other state-mandated WIOA system), the Provider's maintained data and case management system, and the referral system developed through the One Stop Operator to ensure a seamless flow of services across core and title partners.
- C. Data Entry, Security, and PII
 - i. Provider must monitor and review customer records for data integrity.
 - ii. Provider must comply with all security standards and guidelines as required by DES and WIOA.
 - iii. Provider will maintain confidentiality of any Personally Identifiable Information (PII). This applies to both printed and electronic PII.
 - iv. Provider staff are to adhere to professional standards of client confidentiality as required under WIOA.

XII. STAFFING, SPACE, AND EQUIPMENT

- A. Provider is responsible for providing staffing, space, and equipment necessary to deliver the aforementioned services and meet the performance requirements outlined in this document. This may be accomplished through hiring of staff, contracting for services, leasing of space and procurement of equipment, and/or entering into subcontracts with other providers.
- B. Provider shall present to the WDB any proposed comprehensive center location changes at least 120 days prior to the planned change date. The presentation shall include an analysis regarding how the new location(s) serves the needs of the community. If the change requires additional funding, this shall be disclosed during the meeting.
- C. Provider shall be expected to provide services throughout Maricopa County, excluding the City of Phoenix, and may provide services at optional locations. The provider must

notify the WDB of any optional locations at which services are provided. If use of these locations requires additional funding, this shall be disclosed to the WDB.

- D. Any such space, equipment, or technology necessary for WIOA service provision shall be funded by WIOA and included in Provider's operating budget. Provider shall be responsible for obtaining and maintaining equipment, software, or other information technology items.
- E. Prior to purchasing any single use equipment over \$5,000 or total purchase exceeding \$10,000, Provider shall complete the Arizona Department of Economic Security Form (ADES) WIOA pre- approval questionnaire for equipment and vehicles over \$5,000. This form shall be submitted to the fiscal agent and the WDB staff.

XIII. FUNDING

- A. Funds under this Agreement are provided by the Workforce Innovation and Opportunity Act (WIOA) Title I federal program from the U.S. Department of Labor. As such, the funds are subject to all the provisions of Public Law 113-128 as well as any guidance issued by the U.S. Department of Labor and DES.
- B. Funding for this Agreement is provided by the Catalog of Federal Domestic Assistance (CFDA):
 - i. Adult Worker – 17.258
 - ii. Dislocated Worker – 17.278
 - iii. Youth Program – 17.259
- C. Should the CEO determine that funds are not available for continuing these services, the CEO may cancel this Agreement. Every performance of the Parties under this Agreement is conditioned upon the availability of funds appropriated, allocated, or granted for performance. If funds are not available for the continuance of this Agreement, this Agreement may be terminated by either Party at the end of the period for which funds are available. No liability shall accrue to either Party in the event of termination, and neither Party shall be obligated or liable for any future performance, payments, or for any damages as a result of termination under this paragraph.
- D. In the event of termination of this Agreement due to unavailability of funds, all outstanding payments due to Provider (for completed performance under this Agreement) shall be paid within ten (10) days of the termination date of the Agreement.
- E. All WIOA eligible expenditures are cost-reimbursable.
- F. All funds must be spent within the ADES period of availability.

XIV. INVOICING

- A. Provider shall submit the previous month's invoice by the 25th of the month to the Fiscal Agent and the WDB Executive Director.
- B. This invoice shall be the AZDES Accrued Expenditure and Cash Report for all WIOA services provided.

XV. REPORTS

- A. Provider shall submit quarterly and annual reports on the current year's and progress towards performance measures.

- B. All quarterly reports are due no later than 45 calendar days after the end of the specified reporting quarter. Reporting quarter-end dates are September 30, December 31, March 31, and June 30.
- C. The annual report shall be submitted no later than 90 calendar days following the end of the program year-end date of June 30.

XVI. NOTICES

- A. Notifications and communications concerning this Agreement shall be directed to the following:
 - i. Maricopa County Workforce Development Board: Executive Director
 - ii. 301 W. Jefferson St., 9th Floor, Phoenix, AZ 85003 Maricopa County Human Services Department: Assistant Director of WDD
234 N. Central Avenue, 3rd Floor, Phoenix, AZ 85004

XVII. NOTIFICATION REGARDING DEBARMENT, SUSPENSION INELIGIBILITY, AND VOLUNTARY EXCLUSION

- A. Each Party certifies to the best of its knowledge and belief, that it and its directors, officers and agents:
 - i. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
 - ii. Have not within a three-year period been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
 - iii. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph 9.1.2; and
 - iv. Have not within a three-year period had one or more public transactions (Federal, State, or local) terminated for cause or default.

XVIII. NON-DISCRIMINATION AND EQUAL OPPORTUNITY

- A. All Parties to this AGREEMENT certify that they prohibit discrimination, and they certify that no person, otherwise qualified, is denied employment, services, or other benefits on the basis of: (i) political or religious opinion or affiliation, marital status, sexual orientation, gender, gender identification and/or expression, race, color, creed, or national origin; (ii) sex or age, except when age or sex constitutes a bona fide occupational qualification; or (iii) the physical or mental disability of a qualified individual with a disability.
- B. The Parties specifically agree that they will comply with Section 188 of the WIOA Nondiscrimination and Equal Opportunity Regulations (29 CFR Part 38; Final Rule

December 2, 2016), the Americans with Disabilities Act (42 U.S.C. 12101 et seq.), the Non-traditional Employment for Women Act of 1991, titles VI and VII of the Civil Rights of 1964, as amended, Section 504 of the Rehabilitation Act of 1973, as amended, the Age Discrimination Act of 1967, as amended, title IX of the Education Amendments of 1972, as amended, and with all applicable requirements imposed by or pursuant to regulations implementing those laws, including but not limited to 29 CFR Part 37 and 38.

XIX. BACKGROUND CHECKS FOR EMPLOYMENT THROUGH THE CENTRAL REGISTRY

- A. The provisions of A.R.S. § 8-804 (as may be amended) are hereby incorporated in its entirety as provisions of this AGREEMENT.
- B. Central Registry Background Checks will be conducted on all Maricopa County employees. The information contained in the Central Registry will be used as a factor to determine qualifications for any positions that are funded through WIOA.
 - i. A person who is disqualified because of a Central Registry Background Check may apply to the Board of Fingerprinting for a Central Registry exception pursuant to A.R.S. § 41-619.57. A person who is granted a Central Registry exception pursuant to A.R.S. § 41-619.57 is not entitled to a contract, employment, licensure, certification or other benefit because the person has been granted a Central Registry exception.
 - ii. Before being employed, persons shall certify on forms provided by ADES whether an allegation of abuse or neglect was made against them and was substantiated. The completed forms are to be maintained as confidential.
 - iii. A person awaiting receipt of the Central Registry Background Check may perform assigned duties after completion and submittal of the Direct Service Position certification form if the certification states:
 - a. The person is not currently the subject of an investigation of child abuse or neglect in Arizona or another state or jurisdiction; and
 - b. The person has not been the subject of an investigation of child abuse or neglect in Arizona, or another state or jurisdiction, which resulted in a substantiated finding. Person shall complete the Direct Service Position application (FBU-1003A) located at: <https://des.az.gov/digital-library/ders-direct-service-position>

XX. FINGERPRINTING

- A. The Parties shall comply with the Provisions of A.R.S. § 46-141 as may be amended.
- B. The County shall ensure that all employees, comply with, all applicable (current and future) legal requirements relating to fingerprinting, fingerprinting clearance cards, certification regarding pending or past criminal matters, and criminal records checks that relate to AGREEMENT performance.
- C. Applicable legal requirements relating to fingerprinting, certification, and criminal background checks may include, but are not limited to, the following: A.R.S. §§36-594.01,36-3008, 41-1964, and 46-141. All applicable legal requirements relating to fingerprinting, fingerprint clearance cards, certification regarding pending or past criminal matters, and criminal records checks are hereby incorporated in their entirety

as it relates to employment with Maricopa County. The County is responsible for knowing which legal requirements relating to fingerprinting, fingerprint clearance cards, certifications regarding pending or past criminal matters, and criminal records checks relate to work assignment performance.

- D. To the extent A.R.S. §§ 46-141 is applicable to employment performance, the following provisions apply:
- i. Personnel who are employed by the County, whether paid or not, and who are required to perform duties that are funded by WIOA shall have a valid fingerprint clearance card or shall apply for a fingerprint clearance card within (7) seven working days of employment.
 - ii. If a person employed by the County is awaiting trial or has been convicted of any of the offenses listed therein in the State, or of acts committed in another state that would be offenses in this State, or if the person does not possess or is denied issuance of a valid fingerprint clearance card, may not perform any duties that are funded by WIOA.

XXI. COMPLIANCE WITH APPLICABLE LAWS

- A. Parties shall comply with all applicable laws, ordinances, Executive Orders, rules, regulations, standards, and codes of the Federal, State, and Local governments whether or not specifically referenced herein.
- B. Unless exempt under Federal law, Parties shall comply with Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, and State Executive Order No. 75-5, as updated in State Executive Order No. 99-4, which mandates that all persons, regardless of race, color, religion, sex, age, national origin, or political affiliation, shall have equal access to employment opportunities. Both parties shall comply with the Rehabilitation Act of 1973, as amended, which prohibits discrimination in the employment of qualified persons because of physical or mental disability. Both parties shall comply with the requirements of the Fair Labor Standards Act of 1938, as amended.
- C. Parties shall comply with Title VI of the Civil Rights Act of 1964, which prohibits the denial of benefits of, or participation in, contract services on the basis of race, color, or national origin. Both parties shall comply with the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination on the basis of disability, in delivering contract services; and with Title II of the Americans with Disabilities Act, and the Arizona Disability Act, which prohibits discrimination on the basis of physical or mental disabilities in the provision of contract programs, services, and activities.

XXII. VERIFICATION REGARDING COMPLIANCE WITH ARIZONA REVISED STATUTES §41-4401 AND FEDERAL IMMIGRATION LAWS AND REGULATIONS

- A. By entering into the AGREEMENT, the Parties warrants compliance with the Immigration and Nationality Act (INA using e-verify) and all other federal immigration laws and regulations related to the immigration status of its employees and A.R.S. §23-214(A). The Parties shall obtain statements from its subcontractors certifying compliance and

shall furnish the statements to the Procurement Officer upon request. These warranties shall remain in effect through the term of the AGREEMENT. The Parties and their subcontractors shall also maintain Employment Eligibility Verification forms (1-9) as required by the Immigration Reform and Control Act of 1986, as amended from time to time, for all employees performing work under the AGREEMENT and verify employee compliance using the E-verify system and shall keep a record of the verification for the duration of the employee's employment or at least three years, whichever is longer. 1-9 forms are available for download at USCIS.GOV.

- B. The County retains the legal right to inspect the Party and subcontractor employee documents performing work under this AGREEMENT to verify compliance with paragraph 23.1.1 of this Section. The Parties and subcontractor shall be given reasonable notice of the County's intent to inspect and shall make the documents available at the time and date specified. Should the County suspect or find that the Parties or any of its subcontractors are not in compliance, the County will consider this a material breach of the AGREEMENT and may pursue any and all remedies allowed by law, including, but not limited to: suspension of work, termination of the AGREEMENT for default, and suspension and/or debarment of the Parties. All costs necessary to verify compliance are the responsibility of the Parties.

XXIII. SEVERABILITY

- A. If any part of this Agreement is held to be null and/or void, the remaining portion of the Agreement shall not be affected.

XXIV. DRUG AND ALCOHOL-FREE WORKPLACE

- A. All Parties to this AGREEMENT certify they will comply with the Drug-Free Workplace Act of 1988, 41 U.S.C. 702 et seq., and 2 CFR part 182 which require that all organizations receiving grants from any Federal agency maintain a drug-free workplace. The recipient shall notify the awarding office if an employee of the recipient is convicted of violating a criminal drug statute. Failure to comply with these requirements may be cause for suspension or debarment under 2 CFR part 180, as adopted by the U.S. Department of Education at 2 CFR 3485, and the U.S. Department of Labor regulations at 29 CFR part 94.

XXV. CERTIFICATION REGARDING LOBBYING

- A. All Parties shall comply with the Byrd Anti-Lobbying Amendment (31 U.S.C. Section 1352), 29 C.F.R. Part 93, and 34 CFR part 82, as well as the requirements in the Uniform Guidance at 2 CFR 200.450. The Parties shall not lobby federal entities using federal funds and will disclose lobbying activities as required by law and regulations.

XXVI. BUY AMERICAN PROVISION

- A. Each Party that receives funds made available under title I WIOA certifies that it will comply with Sections 8301 through 8303 of title 41 of the United States Code (commonly known as the "Buy American Act.") and as referenced in WIOA Section 502 and 20 CFR 683.200(f).

XXVII. SALARY COMPENSATION AND BONUS LIMITATIONS

- A. Each Party certifies that, when operating grants funded by the U.S. Department of Labor, it complies with TEGL 05-06, Implementing the Salary and Bonus Limitations in Public Law 109- 234, TEGL 17-15, Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Activities Program Allotments for Program Year (PY) 2016; and Workforce Information Grants to States Allotments for PY 2016, Public Laws 114-113 (Division H, title I, Section 105) and 114-223, and WIOA section 194(15)(A), restricting the use of federal grant funds for compensation and bonuses of an individual, whether charged to either direct or indirect, at a rate in excess of the Federal Office of Personnel Management Executive Level II.

XXVIII. GOVERNING LAW

- A. This AGREEMENT will be construed, interpreted, and enforced according to the laws of the State of Arizona. All Parties shall comply with all applicable State laws and regulations, and Local laws to the extent that they are not in conflict with Federal requirements. In the event of a conflict between this Agreement and WIOA, WIOA controls.

XXIX. ENTIRE AGREEMENT, MODIFICATION, ASSIGNMENT, AND COUNTERPARTS

- A. This AGREEMENT constitutes the entire understanding between the Parties and supersedes all prior written or oral proposals or AGREEMENTS pertaining to the subject matter herein. No modification of this AGREEMENT will be effective unless made in writing and executed by duly authorized representatives of each Party. This AGREEMENT may be executed in multiple counterparts, each of which shall be deemed as original, but all of which, when taken together, shall constitute one and the same instrument.

XXX. SURVIVAL

- A. The provisions of this AGREEMENT, which by their very nature would continue beyond termination, or expiration of this AGREEMENT, will continue as valid and enforceable rights and obligations of the Parties and survive termination or expiration of this AGREEMENT.

XXXI. CONFLICT WAIVER

- A. The Parties to this Agreement acknowledge that they are aware that the Civil Services Division of the Maricopa County Attorney's Office (Civil Division) may be chosen as the attorney for all of the Parties. The Parties acknowledge that they are aware of a potential conflict of interest, and waive any claim of conflict of interest, which may arise by virtue of Civil Division's representation of another Party to this Agreement.

(Remainder intentionally left blank: Signatures to follow)

IN WITNESS THEREOF, the Parties have signed this Agreement:

Approved By: MARICOPA COUNTY
WORKFORCE DEVELOPMENT BOARD

Approved By: MARICOPA COUNTY
Clint Hickman, Chairman, Board of Supervisors

Date

Date

Approved By: MARICOPA COUNTY HUMAN SERVICES DEPARTMENT
Jaqueline Edwards, Director

Date

Attested to:
Juanita Garza, Clerk, Board of Supervisors

Date

IN ACCORDANCE WITH A.R.S. § 11-952, THIS AGREEMENT HAS BEEN REVIEWED BY THE UNDERSIGNED DEPUTY COUNTY ATTORNEY, AND, IN ACCORDANCE WITH A.R.S. § 11-952, AND HAS DETERMINED THAT THIS AGREEMENT IS PROPER IN FORM AND WITHIN THE POWER AND AUTHORITY GRANTED UNDER THE LAWS OF THE STATE OF ARIZONA.

APPROVED AS TO FORM:

Deputy County Attorney

Date



Consent Agenda. Fiscal Report



MARICOPA COUNTY

A proud partner of the  network



FY24 WIOA Financial & Budgetary Review





FY24
**WIOA Financial & Budgetary
Review**

Nicole Forbes
Finance & Budget Manager

FY2024 WIOA Budget to Actual

Service Provider Approved Budget \$16,322,094

Expended YTD as of September 30th , 2023

\$3,298,899

WDB Approved Budget= \$ 1,263,757

Expended YTD as of September 30th , 2023

\$184,992

WIOA Funding by Category

| Fiscal Year 07/01/2023-06/30/2024 | | | | | | |
|-----------------------------------|----------------------------|-----------------------------|-------------|-------------------|------------|----------------------|
| FY24 Service Provider (WDD) | | | | | | |
| | FY24 Approved Budget | YTD FY24 AS OF 9/30/2023 | % Spent YTD | Forecast | % Forecast | Balance Remaining |
| Roll Up | | | | | | |
| ADULT | 10,206,365 | 2,220,377 | 22% | 9,891,796 | 97% | 314,570 |
| DW | 887,510 | 159,648 | 18% | 575,806 | 65% | 311,704 |
| YOUTH | 5,228,219 | 918,875 | 18% | 5,016,976 | 96% | 211,243 |
| Total | 16,322,093 | 3,298,899 | 20% | 15,484,578 | 95% | 837,516 |

| Fiscal Year 07/01/2023-06/30/2024 | | | | | | |
|--|----------------------------|-----------------------------|-------------|----------------|------------|----------------------|
| FY24 Workforce Development Board (WDB) | | | | | | |
| | FY24 Approved Budget | YTD FY24 AS OF 9/30/2023 | % Spent YTD | Forecast | % Forecast | Balance Remaining |
| Roll Up | | | | | | |
| ADULT | 960,455 | 140,594 | 15% | 675,085 | 70% | 285,370 |
| DW | 88,463 | 12,949 | 15% | 62,179 | 70% | 26,284 |
| YOUTH | 214,839 | 31,449 | 15% | 151,006 | 70% | 63,833 |
| Total | 1,263,757 | 184,992 | 15% | 888,270 | 70% | 375,487 |





Thank You



**WORKFORCE DEVELOPMENT BOARD
BUDGET FY 2024
Sep-23**

| | 202401 | 202402 | 202403 | 202404 | 202405 | 202406 | 202407 | 202408 | 202409 | 202410 | 202411 | 202412 | YTD EXPENDED | FORECAST | BALANCE | YTD % EXPENDED | |
|------------------------------------|------------------|--------------|--------------|----------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------------|-----------------|-----------------|-----------------------|
| WDB-FY24 | BUDGET | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN | YTD EXPENDED | FORECAST | BALANCE | YTD % EXPENDED |
| TOTAL COSTS | 1,263,757 | 1,157 | 5,131 | 178,705 | 135,745 | 64,009 | 64,009 | 64,773 | 64,009 | 93,785 | 66,161 | 65,397 | 98,786 | 184,992 | 901,667 | 362,090 | 15% |
| | BUDGET | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUN | YTD EXPENDED | FORECAST | BALANCE | YTD % EXPENDED |
| PERSONNEL | | | | | | | | | | | | | | | | | |
| REGULAR SALARIES | 411,218 | | | 101,596 | 58,106 | 38,738 | 38,738 | 38,738 | 38,738 | 58,106 | 38,738 | 38,738 | 38,738 | 101,596 | 488,972 | (77,754) | 25% |
| TOTAL PERSONNEL | 411,218 | - | - | 101,596 | 58,106 | 38,738 | 38,738 | 38,738 | 38,738 | 58,106 | 38,738 | 38,738 | 38,738 | 101,596 | 488,972 | (77,754) | 25% |
| FRINGE BENEFITS | | | | | | | | | | | | | | | | | |
| TAXES | 38,735 | | | 7,693 | 4,445 | 2,963 | 2,963 | 2,963 | 2,963 | 4,445 | 2,963 | 2,963 | 2,963 | 7,693 | 37,328 | 1,407 | 20% |
| RETIREMENT | 61,622 | | | 12,495 | 7,141 | 4,761 | 4,761 | 4,761 | 4,761 | 7,141 | 4,761 | 4,761 | 4,761 | 12,495 | 60,104 | 1,518 | 20% |
| MEDICAL | 81,792 | | | 17,040 | 5,680 | 5,680 | 5,680 | 5,680 | 5,680 | 6,816 | 6,816 | 6,816 | 6,816 | 17,040 | 72,704 | 9,088 | 21% |
| UNEMPLOYMENT & WORKERS' COMP | 2,500 | | | | 625 | | | 625 | | | 625 | | 625 | - | 2,500 | - | 0% |
| TUITION REIMBURSEMENT | 10,500 | | | | | | | | | | | | | - | - | 10,500 | 0% |
| BUS CARD | | | | 24 | | | | | | | | | | 24 | 24 | (24) | |
| TOTAL FRINGE BENEFITS | 195,149 | - | - | 37,252 | 17,891 | 13,404 | 13,404 | 14,029 | 13,404 | 18,402 | 15,165 | 14,540 | 15,165 | 37,252 | 172,659 | 22,490 | 19% |
| INDIRECT COSTS | | | | | | | | | | | | | | | | | |
| INDIRECT COSTS | 153,340 | - | - | 17,421 | 30,269 | 11,575 | 11,575 | 11,714 | 11,575 | 16,985 | 11,966 | 11,828 | 11,966 | 17,421 | 146,877 | 6,463 | 11% |
| TOTAL INDIRECT COSTS | 153,340 | - | - | 17,421 | 30,269 | 11,575 | 11,575 | 11,714 | 11,575 | 16,985 | 11,966 | 11,828 | 11,966 | 17,421 | 146,877 | 6,463 | 11% |
| TRAVEL & TRAINING | | | | | | | | | | | | | | | | | |
| TRAVEL | 35,000 | 130 | 685 | 1,561 | | | | | | | | | 32,625 | 2,375 | 35,000 | (0) | 7% |
| TOTAL TRAVEL & TRAINING | 35,000 | 130 | 685 | 1,561 | - | - | - | - | - | - | - | - | 32,625 | 2,375 | 35,000 | (0) | 7% |
| SUPPLIES | | | | | | | | | | | | | | | | | |
| OFFICE SUPPLIES | 5,000 | 21 | | 822 | 135 | | | | | | | | | 843 | 977 | 4,023 | 17% |
| FOOD | 1,500 | | | | | | | | | | | | | - | - | 1,500 | 0% |
| POSTAGE | 50 | | | | | | | | | | | | | - | - | 50 | 0% |
| NON- CAPITAL EQUIPMENT | 5,000 | | | | | | | | | | | | | - | - | 5,000 | 0% |
| TOTAL SUPPLIES | 11,550 | 21 | - | 822 | 135 | - | - | - | - | - | - | - | - | 843 | 977 | 10,573 | 7% |
| CONTRACTUAL | | | | | | | | | | | | | | | | | |
| ONE STOP OPERATOR | 397,000 | | | 19,381 | 27,760 | | | | | | | | | 19,381 | 47,141 | 349,859 | 5% |
| CONSULTANT | 40,000 | | | | | | | | | | | | | - | - | 40,000 | 0% |
| TOTAL CONTRACTUAL | 437,000 | - | - | 19,381 | 27,760 | - | - | - | - | - | - | - | - | 19,381 | 47,141 | 389,859 | 4% |
| OPERATING SERVICES | | | | | | | | | | | | | | | | | |
| ASSOCIATION/MEMBERSHIPS | 8,000 | 1,006 | 4,446 | 282 | 806 | | | | | | | | | 5,733 | 6,539 | 1,461 | 72% |
| MARKETING | 2,000 | | | | | | | | | | | | | - | - | 2,000 | 0% |
| LABOR MARKET | 1,000 | | | | | | | | | | | | | - | - | 1,000 | 0% |
| PRINTING (COPIER) | 6,000 | | | | | | | | | | | | | - | - | 6,000 | 0% |
| CELL PHONES/LAND LINES | 3,500 | | | 389 | 778 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 389 | 3,500 | (0) | 11% |
| TOTAL OPERATING SERVICES | 20,500 | 1,006 | 4,446 | 671 | 1,584 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 6,123 | 10,040 | 10,460 | 30% |
| TOTAL COSTS | 1,263,757 | 1,157 | 5,131 | 178,705 | 135,745 | 64,009 | 64,009 | 64,773 | 64,009 | 93,785 | 66,161 | 65,397 | 98,786 | 184,992 | 901,667 | 362,090 | 15% |



FY24 WIOA Financial & Budgetary Review





FY24
**WIOA Financial & Budgetary
Review**

Nicole Forbes
Finance & Budget Manager

FY2024 WIOA Budget to Actual

Service Provider Approved Budget \$17,186,716

Expended YTD as of August 31st, 2023

\$2,077,703

WDB Approved Budget= \$ 1,263,757

Expended YTD as of August 31st, 2023

\$6,287

WIOA Funding by Category

| Fiscal Year 07/01/2023-06/30/2024 | | | | | | |
|-----------------------------------|----------------------------|-----------------------------|-------------|-------------------|------------|----------------------|
| FY24 Service Provider (WDD) | | | | | | |
| | FY24 Approved Budget | YTD FY24 AS OF 8/31/2023 | % Spent YTD | Forecast | % Forecast | Balance Remaining |
| Roll Up | | | | | | |
| ADULT | 10,946,617 | 1,450,458 | 13% | 10,421,768 | 95% | 524,849 |
| DW | 951,880 | 98,070 | 10% | 824,107 | 87% | 127,773 |
| YOUTH | 5,288,218 | 529,174 | 10% | 4,821,264 | 91% | 466,954 |
| Total | 17,186,716 | 2,077,703 | 12% | 16,067,140 | 93% | 1,119,576 |

| Fiscal Year 07/01/2023-06/30/2024 | | | | | | |
|--|----------------------------|-----------------------------|-------------|----------------|------------|----------------------|
| FY24 Workforce Development Board (WDB) | | | | | | |
| | FY24 Approved Budget | YTD FY24 AS OF 8/31/2023 | % Spent YTD | Forecast | % Forecast | Balance Remaining |
| Roll Up | | | | | | |
| ADULT | 960,455 | 4,778 | 0% | 656,928 | 68% | 303,527 |
| DW | 88,463 | 440 | 0% | 60,507 | 68% | 27,956 |
| YOUTH | 214,839 | 1,069 | 0% | 146,944 | 68% | 67,894 |
| Total | 1,263,757 | 6,287 | 0% | 864,379 | 68% | 399,378 |





Thank You



**WORKFORCE DEVELOPMENT BOARD
BUDGET FY 2024
Aug-23**

| | 202401 | 202402 | 202403 | 202404 | 202405 | 202406 | 202407 | 202408 | 202409 | 202410 | 202411 | 202412 | YTD | FORECAST | BALANCE | YTD % |
|------------------------------------|------------------|--------------|--------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-----------------|-----------------|-----------------|-----------------|
| WDB-FY24 | BUDGET | JUL | AUG | SEP | OCT | NOV | DEC | JAN | FEB | MAR | APR | MAY | EXPENDED | FORECAST | BALANCE | EXPENDED |
| TOTAL COSTS | 1,263,757 | 1,157 | 5,131 | 217,031 | 93,161 | 64,009 | 64,009 | 64,773 | 64,009 | 93,786 | 66,161 | 65,398 | 6,287 | 898,550 | 365,207 | 0% |
| PERSONNEL | 411,218 | | | 116,213 | 58,106 | 38,738 | 38,738 | 38,738 | 38,738 | 58,106 | 38,738 | 38,738 | - | 503,589 | (92,371) | 0% |
| REGULAR SALARIES | 411,218 | | | 116,213 | 58,106 | 38,738 | 38,738 | 38,738 | 38,738 | 58,106 | 38,738 | 38,738 | - | 503,589 | (92,371) | 0% |
| TOTAL PERSONNEL | 411,218 | - | - | 116,213 | 58,106 | 38,738 | 38,738 | 38,738 | 38,738 | 58,106 | 38,738 | 38,738 | - | 503,589 | (92,371) | 0% |
| FRINGE BENEFITS | 38,735 | | | 8,890 | 4,445 | 2,963 | 2,963 | 2,963 | 2,963 | 4,445 | 2,963 | 2,963 | - | 38,525 | 210 | 0% |
| TAXES | 38,735 | | | 8,890 | 4,445 | 2,963 | 2,963 | 2,963 | 2,963 | 4,445 | 2,963 | 2,963 | - | 38,525 | 210 | 0% |
| RETIREMENT | 61,622 | | | 14,283 | 7,141 | 4,761 | 4,761 | 4,761 | 4,761 | 7,141 | 4,761 | 4,761 | - | 61,891 | (269) | 0% |
| MEDICAL | 81,792 | | | 20,448 | 5,680 | 5,680 | 5,680 | 5,680 | 5,680 | 6,816 | 6,816 | 6,816 | - | 76,112 | 5,680 | 0% |
| UNEMPLOYMENT & WORKERS' COMP | 2,500 | | | | 625 | | | 625 | | | | | - | 2,500 | - | 0% |
| TUITION REIMBURSEMENT | 10,500 | | | | | | | | | | | | - | - | 10,500 | 0% |
| TOTAL FRINGE BENEFITS | 195,149 | - | - | 43,621 | 17,891 | 13,404 | 13,404 | 14,029 | 13,404 | 18,402 | 15,165 | 14,540 | - | 179,028 | 16,121 | 0% |
| INDIRECT COSTS | 153,340 | | | 35,483 | 16,872 | 11,575 | 11,575 | 11,714 | 11,575 | 16,985 | 11,966 | 11,828 | - | 151,541 | 1,799 | 0% |
| INDIRECT COSTS | 153,340 | | | 35,483 | 16,872 | 11,575 | 11,575 | 11,714 | 11,575 | 16,985 | 11,966 | 11,828 | - | 151,541 | 1,799 | 0% |
| TOTAL INDIRECT COSTS | 153,340 | - | - | 35,483 | 16,872 | 11,575 | 11,575 | 11,714 | 11,575 | 16,985 | 11,966 | 11,828 | - | 151,541 | 1,799 | 0% |
| TRAVEL & TRAINING | 35,000 | 130 | 685 | 395 | | | | | | | | | 33,790 | 815 | 35,000 | 2% |
| TRAVEL | 35,000 | 130 | 685 | 395 | | | | | | | | | 33,790 | 815 | 35,000 | 2% |
| TOTAL TRAVEL & TRAINING | 35,000 | 130 | 685 | 395 | - | - | - | - | - | - | - | - | 33,790 | 815 | 35,000 | 2% |
| SUPPLIES | 5,000 | 21 | | 822 | | | | | | | | | 21 | 843 | 4,157 | 0% |
| OFFICE SUPPLIES | 5,000 | 21 | | 822 | | | | | | | | | 21 | 843 | 4,157 | 0% |
| FOOD | 1,500 | | | | | | | | | | | | - | - | 1,500 | 0% |
| POSTAGE | 50 | | | | | | | | | | | | - | - | 50 | 0% |
| NON- CAPITAL EQUIPMENT | 5,000 | | | | | | | | | | | | - | - | 5,000 | 0% |
| TOTAL SUPPLIES | 11,550 | 21 | - | 822 | - | - | - | - | - | - | - | - | 21 | 843 | 10,707 | 0% |
| CONTRACTUAL | 397,000 | | | 19,381 | | | | | | | | | - | 19,381 | 377,619 | 0% |
| ONE STOP OPERATOR | 397,000 | | | 19,381 | | | | | | | | | - | 19,381 | 377,619 | 0% |
| CONSULTANT | 40,000 | | | | | | | | | | | | - | - | 40,000 | 0% |
| TOTAL CONTRACTUAL | 437,000 | - | - | 19,381 | - | - | - | - | - | - | - | - | - | 19,381 | 417,619 | 0% |
| OPERATING SERVICES | 8,000 | 1,006 | 4,446 | 240 | | | | | | | | | 5,452 | 5,692 | 2,308 | 68% |
| ASSOCIATION/MEMBERSHIPS | 8,000 | 1,006 | 4,446 | 240 | | | | | | | | | 5,452 | 5,692 | 2,308 | 68% |
| MARKETING | 2,000 | | | | | | | | | | | | - | - | 2,000 | 0% |
| LABOR MARKET | 1,000 | | | | | | | | | | | | - | - | 1,000 | 0% |
| PRINTING (COPIER) | 6,000 | | | | | | | | | | | | - | - | 6,000 | 0% |
| CELL PHONES/LAND LINES | 3,500 | | | 876 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | - | 3,500 | 0 | 0% |
| TOTAL OPERATING SERVICES | 20,500 | 1,006 | 4,446 | 1,116 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 292 | 5,452 | 9,191 | 11,309 | 27% |
| TOTAL COSTS | 1,263,757 | 1,157 | 5,131 | 217,031 | 93,161 | 64,009 | 64,009 | 64,773 | 64,009 | 93,786 | 66,161 | 65,398 | 6,287 | 898,573 | 365,184 | 0% |



Consent Agenda. Executive Director's Report



MARICOPA COUNTY

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Maricopa County Workforce Development Board Report

Steve Clark, Executive Director
October 2023

Apprenticeship Funding Challenges

We continue to explore creative ways to provide funding to support our many apprenticeships across Maricopa County and beyond. As we continue to lead the nation in apprenticeships, the challenge now becomes how we continue to fund the current apprentices as well as those being developed. Although too early to share publicly, we appear to have additional funding coming our way through Department of Economic Security (DES). Reliable sources report that we may expect up to \$1M in additional funding this year to be allocated to our work-based learning (WBL) programs. Apprenticeships are considered to be a WBL program.

MCWDB Membership Update

We are in the process of replacing the MCWDB seat previously occupied by Steve Navis, Arizona Builders Alliance (ABA). Steve represented the category of “Community-Based Organizations”. Steve no longer is employed at ABA. The open seat became available upon the Maricopa County Board of Supervisors' (BOS) formal approval on September 27. We have a few interested candidates in the application pool, but feel free to recommend any qualified and interested candidate by the end of October. The BOS reserves the right to appoint members at any time. The MCWDB seat previously occupied by the late Darcy Renfro, Maricopa County Community College District will be addressed in the next month or so. Darcy represented the category of “Higher Education”.

MCWDB Staff Update

In-Demand Career Pathways Strategist Katelyn Harris Lange officially joined the team on September 18. Katelyn is highly recommended and has experience building strong relationships, project management, and workforce development. She spent some time with the Phoenix Chamber of Commerce and was involved with various workforce collaboratives. We plan to formally introduce Katelyn at the October 19 Full Board meeting.

One-Stop Operator (OSO) Update

Our joint efforts to shift to a regional OSO have been met with some challenges, and I, my counterpart at the City of Phoenix, and the executive team at Equus have taken a step back to more thoroughly and systematically develop a new approach. In the short term, we will continue under our current contract. We are in the first year of a four-year contract with annual renewal options. We anticipate a new lead OSO to be named by mid-October. Additionally, if we do not see reasonable, but significant progress from the OSO towards meeting and exceeding the requirements of the current OSO contract, and our expectations; we have the option of terminating the current contract and placing the responsibility in the hands of our MCWDB staff. I will keep you posted as we navigate this process.

Projects

We are continuing to work on several projects. They include:


- Partner Collaboration
- ETPL Transition
- OSO Contract/Overview
- MOU/IFA 6-month Review/Revisions
- Regional Collaboration
- MCWDB Committee Agenda Development
- Apprenticeships



Consent Agenda. FY23 MCWDB Annual Report



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MARICOPA COUNTY
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 MARICOPA
COUNTY

MCWDB ANNUAL REPORT

PROGRAM YEAR 2022



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Letter from the Chair

I would like to express my sincere appreciation to Maricopa County's Workforce Development Board (MCWDB), our Elected Officials, Maricopa County leadership and staff, the ARIZONA@WORK Council, our core partners, the jobseekers whom we have served, and the employers who have benefited from great people looking for work.

The past year was one of significant progress. Together, we have accomplished the following: over 500 apprentices supported, 273 NEW apprentices, Maricopa County continued to be the #1 apprenticeship program in the Country, and in June, the Workforce Arizona Council approved our recertification.

Additionally, in June, we jointly hosted a two-day Arizona Workforce Summit with our regional partners (Arizona Office of Economic Opportunity, City of Phoenix, and Pinal County) with over 300 in attendance. The Board of Supervisors renewed seven memberships and welcomed two new MCWDB staff members. Wow! With that foundation, we now look to the future.

In the year ahead, we began with establishing a Regional Workforce Initiatives Committee that includes the City of Phoenix, Pinal County, and other community partners, a highly engaged board, and a renewed commitment to drive regional relationships. The Board's focus remains steady on advancing and adapting our Vision, Values, and Goals with our pursuit to be a best-in-class workforce system that connects jobseekers to career opportunities, employers to skilled talent, stimulating economic prosperity and enhancing the quality of life for all.

I extend my heart-filled gratitude and appreciation to everyone who accomplished so much this past year. I appreciate you and all you do. I look forward to prospering together in the upcoming year.

Leah Hill, Chair
Maricopa County Workforce Development Board



Leah Hill

Chair
Maricopa County
Workforce Development
Board

Overview of Maricopa County

Maricopa County was established as a County in 1871. It is located in south-central Arizona and covers 9,224 square miles. It is the most populous county in Arizona and makes up more than half of the State's population. With its 4,496,588 residents, it is the fourth most populous county in the United States. Maricopa County continues to be the fastest-growing county in the nation, with 58,246 people added between July 2020 to July 2021 - an average of 160 people per day.

ARIZONA@WORK Maricopa County

ARIZONA@WORK - Maricopa County is one of Arizona's 12 regional Local Workforce Development Areas (LWDAs) and serves Maricopa County, excluding the City of Phoenix. ARIZONA@WORK - Maricopa County, collaboration with local community-based organizations, makes up the current workforce network of business and employment related service providers for the Maricopa County LWDA. The system is responsible for providing services to 2.8 million residents within the 8,707 square mile area. The City of Phoenix, which jointly serves Maricopa County, serves nearly 1.68 million people within its 517 square mile boundary.

Maricopa County Workforce Development Board

The Maricopa County Workforce Development Board (MCWDB) is a policy-making entity empowered by the Workforce Innovation and Opportunity Act that works to ensure that Maricopa County residents have the skills, training and education to achieve their career goals, and Maricopa County employers are able to hire, develop and retain qualified employees. The MCWDB partners with local businesses and educators to create and educated workforce capable of sustaining economic prosperity in the future. The 19-member board represents all facets of the workforce system in the Maricopa County LWDA, including the business community, and leaders from education, labor, public service and community-based organizations. The MCWDB has established its mission, vision, goals and strategies to ensure that integrated service delivery in the region is aligned with federal and state goals for implementing the Workforce Innovation and Opportunity Act.

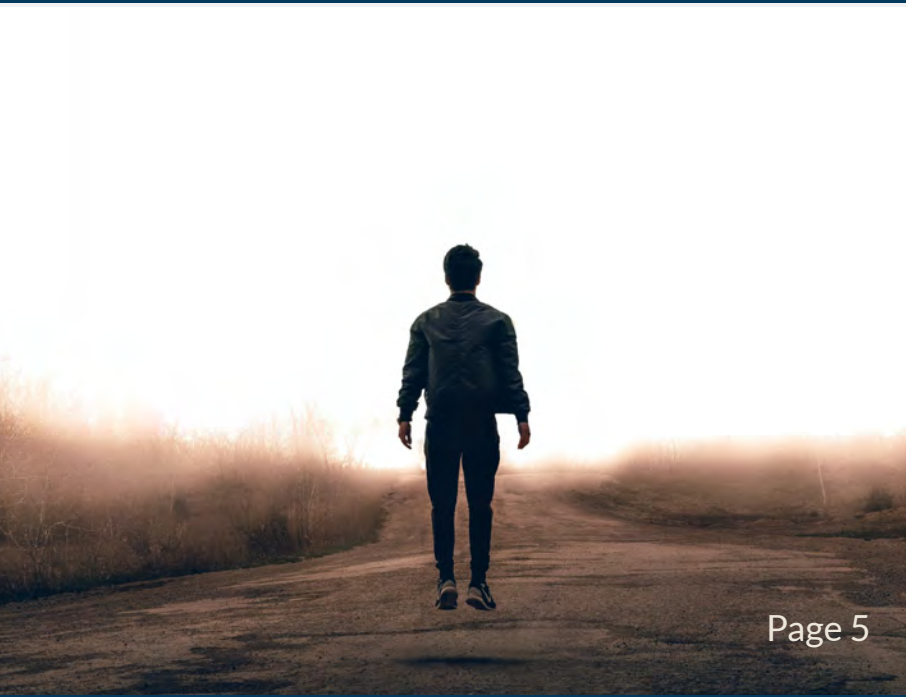
MCWDB

Mission & Vision

Mission

Based on the WIOA's six purposes, the MCWDB's Mission includes:

- 01 Increasing access and opportunities for the employment, education, training and support services to succeed in the labor market.
- 02 Supporting the alignment of workforce investment, education and economic development systems in support of a comprehensive, accessible and high-quality workforce development system.
- 03 Improving the quality and labor market relevance of workforce investment, education and economic development efforts to provide workers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages and to provide employers with the skilled workers the employers need to succeed in the global economy.
- 04 Promoting improvement in the structure of and delivery of services to better address the employment and skill needs of workers, job seekers and employers.
- 05 Increasing the prosperity of workers and employers, the economic growth of communities, regions and states and the global competitiveness of the United States.
- 06 Providing workforce investment activities that increase the employment, retention and earnings of participants and increase attainment of recognized postsecondary credentials by participants.



Vision

Your trusted partner to deliver innovative workforce solutions that connect employers to skilled talent and prepare job seekers for careers, stimulating economic prosperity and enhancing quality of life for all.

MCWDB GOALS



Create a High Quality Workforce Development System

- Strong education services to address employer needs.
- Ensure a strong apprenticeship program
- Deliver effective training
- Strengthen educational services
- Deliver a high-quality, seamless customer experience



Build Brand Awareness of Workforce Development to Increase Utilization

- Employer and job-seeker focused



Implement Regional Workforce Entity

- Establish a viable entity for serving the region
- Maintain a human-Centered Design approach
- Ensure focus on flex



Build a Self-Sustaining System of Workforce Development

- Identify a range of alternative funding sources in addition to federal workforce development agencies
- Include long-term partnerships with private sector partners, foundations and other sources
- Specify integrated funding sources that ensure a wide range of services to employers and job-seekers

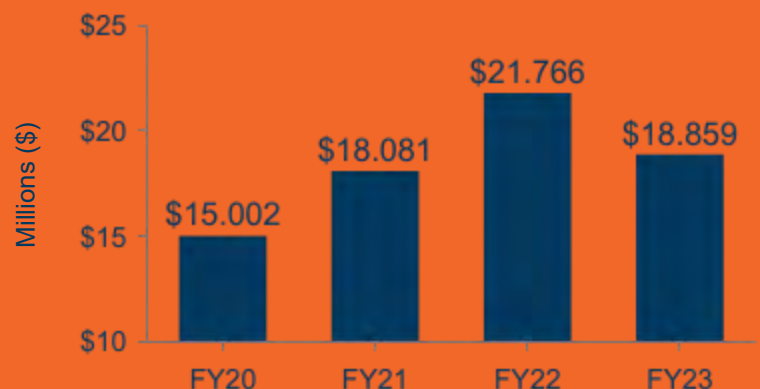


Design Performance-Based Metrics that Improve System Outcomes

- Design meaningful and simple metrics
- Apply metrics that add value and facilitate understanding of all stakeholders
- Contribute to shared achievement through clarity of metrics

Total Funding Expended

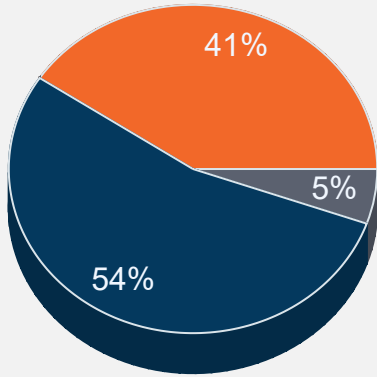
Fiscal Years
2020-2023



FY23 Financial Review

Total Expenditures for
FY 2023:

\$18,859,354



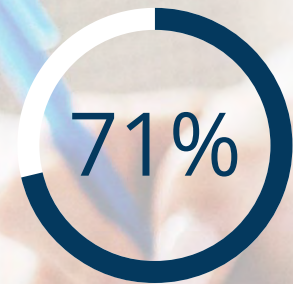
WDB Admin & Oversight \$1,018,139

ARIZONA@WORK Services:
Staffing & Operations \$10,175,976

Direct Participant Services \$7,665,238

Direct Participant Services Breakdown

During Fiscal Year 2023 \$10,175,976 (54%) of funding went directly to services including apprenticeships, occupational skills training, work experiences (WEX), and supportive services. A majority of the funding went to occupational skills training (71%) and WEX (17%).



Occupational
Skills Training



Work
Experience



Apprenticeship*

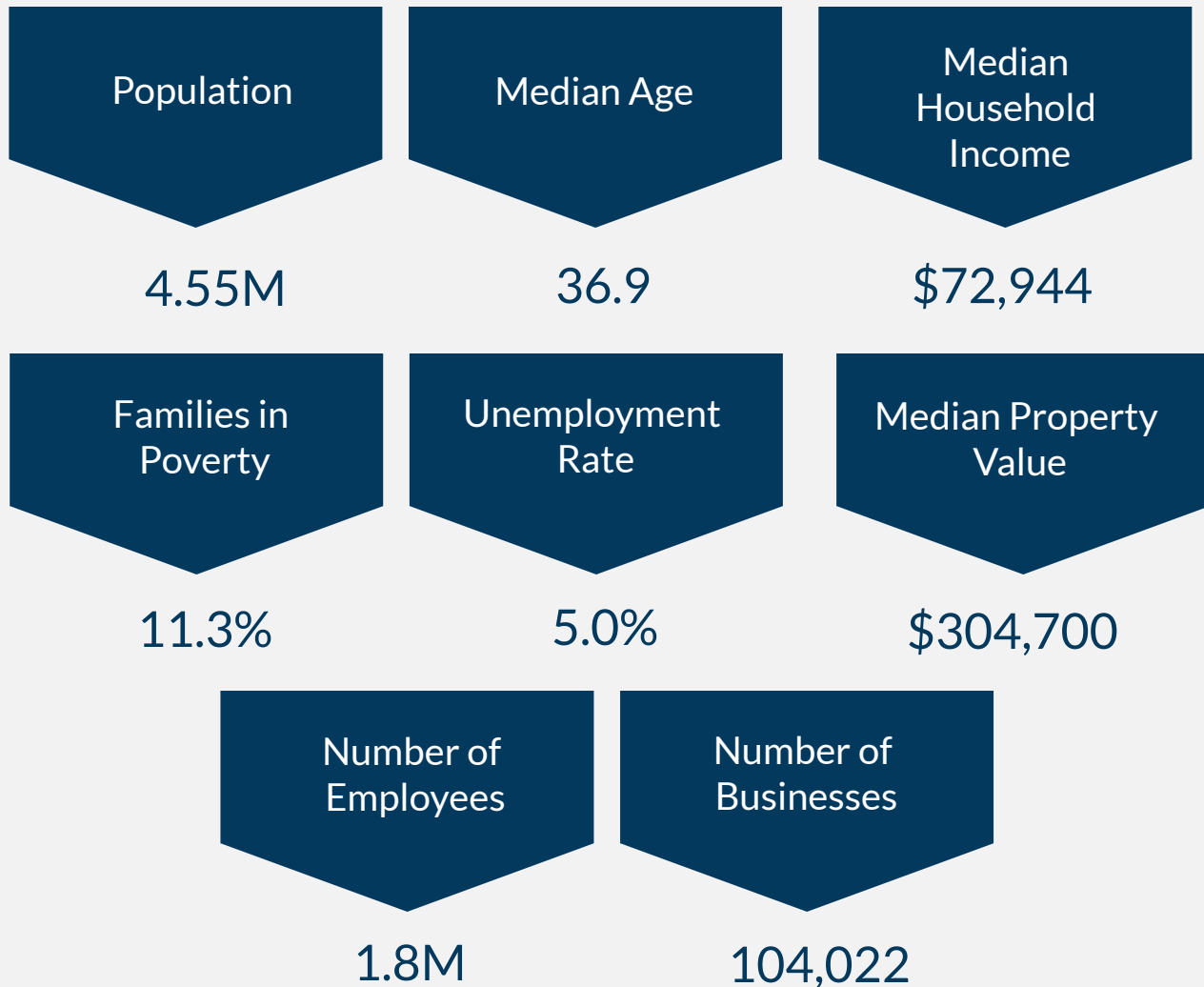


Supportive
Services

*ARPA one-time funding was used for the Apprenticeship program services.

Maricopa County

At a Glance



PY22 Activity Highlights

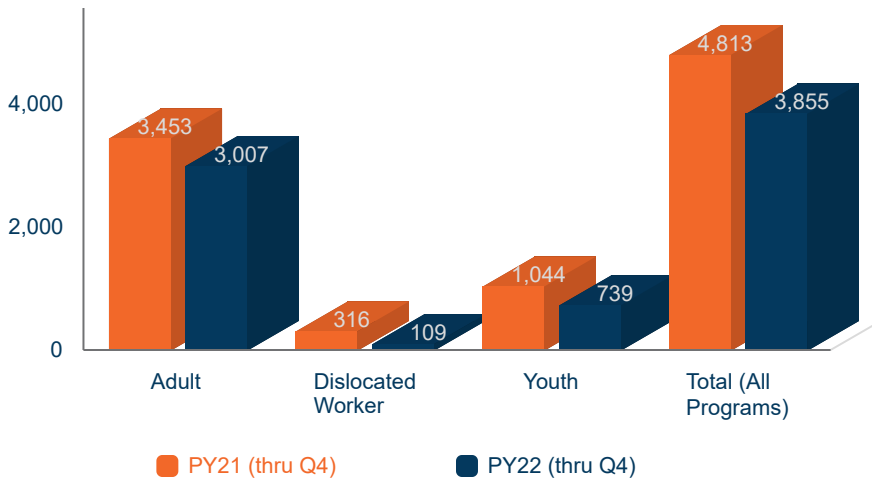
Title IB Program

3,855

Program Participants.



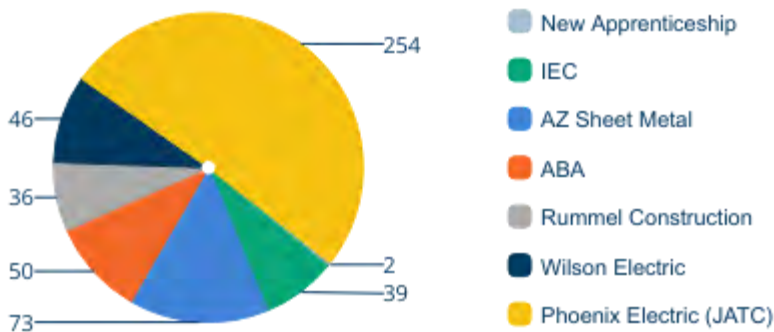
Program Participation



20% Year-Over-Year DECREASE

Apprenticeship Participation

(7 Training Providers)



500

Apprentices Supported

273

NEW Apprentices

There are four major WIOA Title IB program including:

The Adult Program provides workforce services that increase the employment, retention, earning and attainment of recognized post-secondary credentials for adults ages 18 and older.

The Dislocated Worker (DW) Program provides services to individuals who have been terminated, laid off, or have received notice of termination or layoff from employment, generally due to employer downsizing or plant closures. Self-employed individuals who are unemployed due to economic conditions as well as displaced homemakers may also receive DW program services.

The Rapid Response (RR) Program is the cooperative effort of ARIZONA@WORK-Maricopa County staff and other partner programs. RR provides assistance and services to workers affected by layoffs, plant closures, natural or other disasters resulting in mass job dislocation. The intent of RR activities is to aid affected workers and help them transition to a new employment opportunity as quickly as possible.

The Youth Program provides a comprehensive array of services (i.e. occupational skills training, work experiences, basic academic skills education, adult mentoring, etc.) the goal is for program participants to obtain a job in a career pathway, enroll in post-secondary education or register in an apprenticeship prior to the end of their participation in the program. Youth programs offer services to in-school and out-of-school youth ages 14-24.



Median Earnings

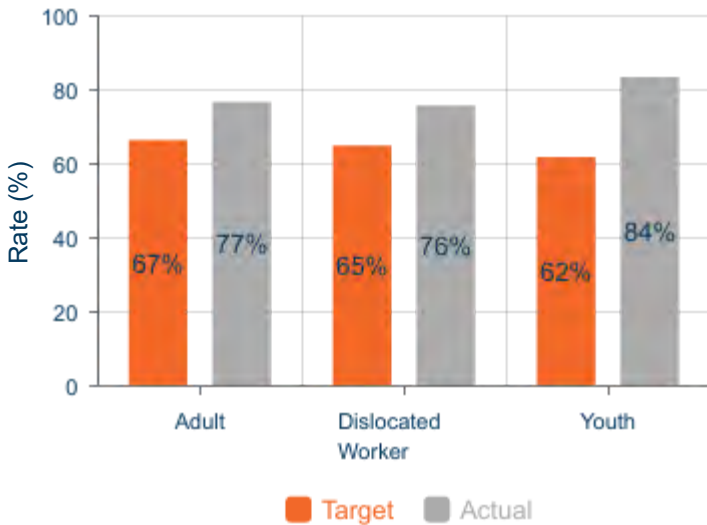


Median Earnings

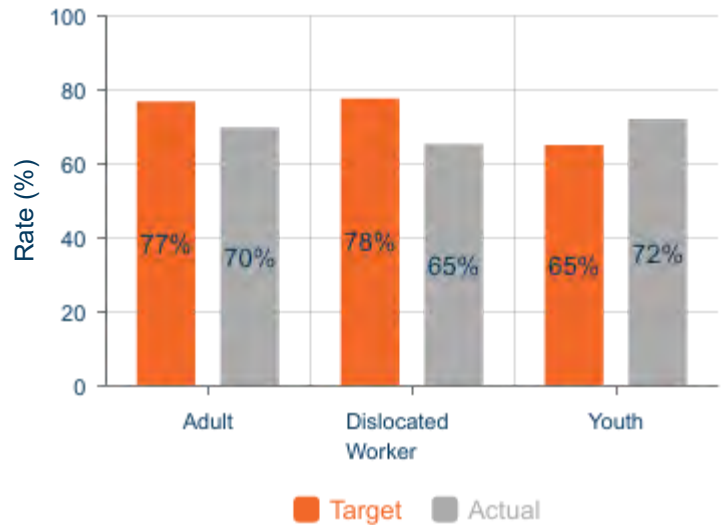
(2nd Quarter After Exit)

The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Measurable Skill Gains

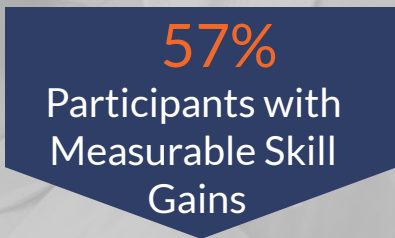


Credential Attainment

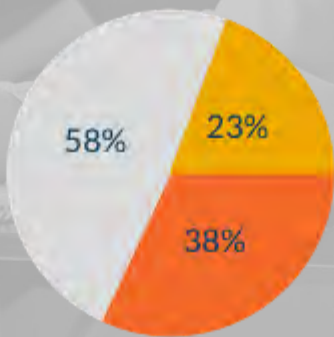


Title II: Adult Education

WIOA strengthens the Title II Adult Education and Family Literacy Act (AEFLA) program by positioning adult education services provided by the Arizona Department of Education as a key component of the workforce development system in local communities and improving alignment among adult education programs, post-secondary education providers and employers.

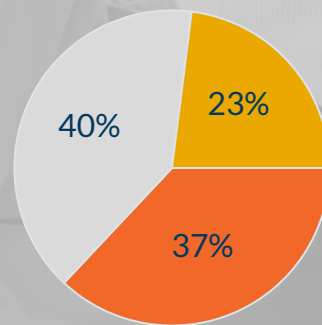


ABE/ASE Participation by Level



ESL Level 1-2 19%
ESL Level 3-4 58%
ESL Level 5-6 23%

ESL Participation by Level



ESL Level 1-2 37%
ESL Level 3-4 40%
ESL Level 5-6 23%

Title III: Employment Services

The Employment Service Program provides employment services and career counseling to job seekers. This program also provides labor exchange services to job seekers and employers. These services are available to all job seekers, regardless of employment status, though Veterans receive priority and disabled Veterans receive highest priority. Any employer seeking workers are eligible for employer services from this program. Services include job search and placement assistance for job seekers, recruitment services and special technical services for employers, re-employment services for unemployment insurance complaints, labor exchanges services for workers who have received notice of permanent or impending layoff, referrals and financial aid application assistance for training and educational resources and programs and the development and provision of labor market and occupational information.

13,994

Customers Served

11,165

Total Exiters



Title IV: Vocational Rehabilitation

The Rehabilitation Services Administration (RSA) assists individuals with disabilities to meet their goals for employment and independence. RSA is responsible for for technical assistance and resources for individuals with disabilities and for administering Vocational Rehabilitation (VR) programs. Program eligibility is limited to adults who have a physical or mental impairment that results in substantial employment barriers and who require Title IV services to "prepare for, secure, retain, advance in, or regain employment that is consistent with the applicant's strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice."

5,422

Quarterly Average Number of Customers Served

850

Number of Job Placements

\$16.41

Average Hourly Wage

Maricopa County Workforce Development Board

Leah Hill

Chair
HR Manager, Workforce
Education Investments
Mayo Clinic



Greg Ghelfi

Member
Business Development
Officer
Maricopa IDA



Bonnie Schirato

Vice Chair
Vice President
Tivity Health



Greene Martacho

Member
Chief Executive Officer
Concord General
Contracting



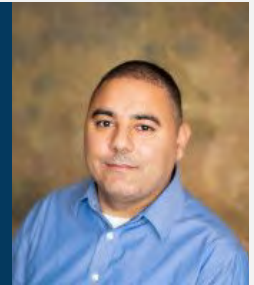
Shawn Hutchinson

Second Vice Chair
Training Director
Phoenix Electrical JATC



Ismial Rangel

Member
Assistant Program
Manager
Arizona DES



Angela Creedon

Member
Arizona Public Affairs
Manager
Intel



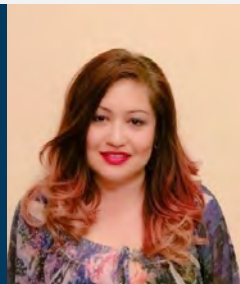
Jacob Evenson

Member
Business Manager
Boilmakers - Local 627



Liz Valdez

Member
Vocational Rehabilitation
Program Supervisor
Dept. of Economic Security



Jason Walker

Member
Deputy Chief
Maricopa County Adult
Probation



(Continued)

Dr. Joe Veres

Member
Senior Vice President
Grand Canyon University



Matt Clark

Member
State & Local Gov Affairs
Director
Verizon



Kathryn "Che" Collins

Member
Director of Training &
Talent
Habitat for Humanity



Dr. Noelle Trinder

Member
Senior Director,
Healthcare Careers
Banner Health



Konrad Robichaud

Member
RN Director Clinical
Education
Banner Health



Scott Holman

Member
Head of Human Resources
TSMC



Loren Granger

Member
AVP, Corporate Recruiter
Bank of America



Scott Sudhalter

Member
Regional Director
Dell Technologies



Marcia J. Veidmark

Member
President/CEO
SSC Underground



Tina Drews

Member
Talent Management
Director
Salt River Project





Community Impact Story

Alandis (18 year-old) qualified for the program as a youth who was low income receiving nutritional assistance and having a disability. Alandis did not have an employment history and struggled to get started with his goals as a senior in high school.

Career Advisor Kate Dixon assisted with developing an Individualized Service Strategy (ISS) plan with Alandis which outlined his goals to start a CDL program to obtain a class A CDL. Alandis already possessed some skills that could easily transfer to this profession such as that of a team player and someone who was open minded. Alandis also talked about his long-term goal of owning his own CDL business. Alandis was introduced to the ITA application on 11/4/22 and started CDL training at Southwest Truck Driver Training on 12/12/22.

Since Alandis did not have any income, his Career Advisor assisted him with transportation support services to help alleviate his financial concerns with traveling to and from training. Alandis attended night classes at Southwest and received a Perfect Attendance award. He excelled through his training and completed it on 1/14/23. Alandis left the Youth program as of 2/6/23 but provided an update to Kate on 8/4/23 where he shared that he did graduate from high school and was doing well.

Alandis spoke about his experience stating, 'I took advantage of my weekends to do homework and study for both of my schools.'

Alandis is now employed full time at Wolverine Daylighting as a Hydrovac CDL driver making \$28/hr.

Alandis informed Kate that 'the most valuable part of the youth program was to have an opportunity to get an early jump on schooling and an advantage to start my adult life'."




Consent Agenda

One-Stop Operator Monthly Report



MARICOPA COUNTY

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To: Steve Clark, Workforce Board; Nancy Avina, Workforce Board of Maricopa Workforce Development Board (MCWDB)

Date: **August 10, 2023**

From: Marianna Smith Maricopa County One Stop Operator

Subject: One-Stop Operator Monthly Report – August 2023

1. Maricopa County One Stop Operator Front Desk Customer Interactions:

East Valley Career Center (Mesa)

| Service | August 2023 |
|---|-------------|
| On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services) | 61 |
| Calls | 329 |
| DES (AJC, Unemployment) | 140 |
| Smart Justice | 34 |
| Core Partner Referral (Title I, II, III, IV) | 270 |
| Community Partner Referrals | 67 |
| Faith Based Partner Referrals | 0 |

West Valley Career Center (Glendale)

| Service | August 2023 |
|---|-------------|
| On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services) | 111 |
| Calls | 576 |
| DES (AJC, Unemployment) | 216 |
| Smart Justice | 89 |
| Core Partner Referral (Title I, II, III, IV) | 536 |
| Community Partner Referrals | 28 |
| Faith Based Partner Referrals | 22 |



2. Maricopa County One Stop Operator

- Hosted ARIZONA@WORK Leadership meeting, attended by partners from Title I-IV.
- Participated in the East and West Valley Career Centers staff meetings.
- Led Maricopa County One Stop Operator Monthly meeting with 11 participants (Agenda and minutes below).
- Received 7 Customer Satisfaction Surveys with positive feedback.
- Maricopa OSO worked in the resource area and supported during staff shortages.
- Maricopa One Stop Operator partnered with the Contexture Social Determinants of Health (SDOH) CommunityCares Program - Referral Platform powered by Unite Us.



3. **Maricopa County August OSO Partner Meeting Agenda and Minutes**



AGENDA

Maricopa County One Stop Operator (OSO)
Monthly Partnership Meeting.

Date: August 17, 2023

1:30PM – 2:30PM

Meeting called by Marianna Smith
Attendees: WIOA and Community Partners

| | | |
|-------------|--|-----------------|
| 1:30 – 1:40 | Welcome Remarks Marianna Smith, One Stop Operator | Microsoft Teams |
| 1:40 – 2:00 | WIOA Adult Program -Title I - Maricopa County <ul style="list-style-type: none"> • Presented by Paul Ruiz and Alicia McLeod | |
| 2:00 – 2:20 | Vocational Rehabilitation – Title IV – DES <ul style="list-style-type: none"> • Presented by Sharon Cunningham, MA, CRC, CPRP | |
| 2:20 – 2:30 | Open Floor, please share your ideas, success stories, and challenges. | |

Next Meeting
Thursday, September 21, 2023, 1:30PM - 2:30PM
Presenters: Rio Salado College

Additional Instructions:

Thank you for participating in the Monthly One Stop Operator Monthly Partnership meetings. I am looking forward to working and meeting with everyone. If you would like to present in the future meetings, please contact me: Marianna.Smith@maricopa.gov. Also, your future topic suggestions are appreciated. I would like to hear from you please fill out the [Maricopa County One Stop Operator Community Partners Meeting Survey](#) .



August Maricopa One Stop Operator (OSO) Meeting Minutes

Date: August 17th, 2023

Summary of monthly meetings going forward with the agenda and meeting minutes.

- I. Welcome Remarks
Marianna Smith welcomed participants.
- II. Paul Ruiz and Alicia McLeod presented on WIOA and the Maricopa County Title I grant requirements.
- III. Sharon Cunningham, MA, CRC, CPRP delivered a comprehensive presentation on Vocational Rehabilitation.

Next Meeting:

Thursday, September 21, 2023, 1:30PM - 2:30PM

Presenters: Rio Salado College

Adjournment

4. **ARIZONA@WORK Maricopa County Leadership Meeting Agenda and Minutes**



AGENDA

ARIZONA@WORK Maricopa County Leadership Meeting

Date August 16th, 2023

10:00PM- 11:00PM

Meeting called by: Marianna Smith Maricopa County One Stop Operator
Location: Virtual through Teams

Objective

Ensure clear lines of communication, foster a spirit of a collaborative workspace, and provide opportunities to work in an interconnected and efficient environment which will result in a better, more successful customer experience.

I. Referral System update/Customer sign-in Kiosk

- Formstack – Temporary, no-cost stand in messaging system for referrals that can be used until full integration of the CommunityCares powered by Unite Us referral system by all partners.

II. Title II presenting in the Centers

- Request for monthly classes for the public for the purpose of informing clientele about the various programs and service offered by Title II providers on a rotational basis.

III. Open Floor, please share your ideas, success stories, and challenges.

- Title I
- Title II
- Title III
- Title IV

IV. Next Meeting Scheduling

- Location to be determined by everyone.
- Wednesday, September 20th, 2023, 10:00AM - 11:00AM



ARIZONA@WORK Maricopa County Leadership Meeting

Date: May 10th, 2023

Attendees:

Title I: Lemuel Carter, Jared Beard, Tina Luke,

Title II: David Howden

Title III: Danielle Nahass, Tim Tucker, John Soto, Maja Malkoc, Sandra Stephens

Title IV: Sharon Cunningham

OSO Team: Marianna Smith, Camille Withrow

Summary of monthly meetings going forward with the agenda and meeting minutes.

I. Welcome Remarks

Marianna Smith welcomed participants to the ARIZONA@WORK Maricopa County leadership meeting.

II. Referral System update

- Marianna updated everyone on the Google referral system. The goal is to go on the Unite US platform for the referral system.
- Community in practice, Unite US – Maricopa County is speaking to Unite US to see if their system can be integrated with the Unite US platform. The state of Arizona programs are already on-boarded to the platform. Title II selected programs have already onboarded.

III. Customer sign-in Kiosk

- Various programs were discussed to implement in the center. This is an ongoing topic. To Include the programs that are used in other counties.

IV. Identifying the needs of ARIZONA@WORK clients

- First of many discussions to ensure that the core partners are working together instead of the silo approach.

V. Proposal for AJC workshops to be held at the Centers.

- No resolution currently this is an on-going discussion.

All Leaders requested to have the leadership meeting monthly.

Next Meeting:

Next meeting was scheduled for the 19th of June. The meeting will be moved to the following Monday due to Scheduling conflict.

Adjournment



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5. Results of Customer Satisfaction Surveys (CSS) and event participant surveys

7 Surveys in the Month of August.

August - Customer Satisfaction Survey

7 Responses

| 1 Which office did you visit? | | Response | % | | | | | |
|--|--|----------|--------|-----|---------|----|-------|-------------------|
| EVCC | | 5 | 71.43% | | | | | |
| WVCC | | 2 | 28.57% | | | | | |
| 2 Were you greeted in a welcoming and professional manner? | | Response | % | | | | | |
| Yes | | 7 | 100% | | | | | |
| No | | 0 | | | | | | |
| 3 Did someone assist you today? | | Response | % | | | | | |
| Yes | | 6 | 85.71% | | | | | |
| No | | 1 | 14.29% | | | | | |
| 4 Please provide the name of the person who helped you | | Response | | | | | | |
| Celina | | 3 | | | | | | |
| Christina Lopez | | 4 | | | | | | |
| Samantha | | 1 | | | | | | |
| 5 What was the reason for your visit? | | Response | % | | | | | |
| Attending an appointment | | 0 | 0.00% | | | | | |
| Using the Resource Area (computers, phones, fax machines, and printers) | | 3 | 42.86% | | | | | |
| Dropping off paperwork | | 0 | 0% | | | | | |
| Seeking information on how to apply for Unemployment Insurance (UI) | | 2 | 28.57% | | | | | |
| Assistance with employment | | 0 | 0.00% | | | | | |
| Seeking information about training, apprenticeships, or other | | 1 | 14.29% | | | | | |
| Veteran Services | | 0 | 0% | | | | | |
| Adult Education | | 0 | 0% | | | | | |
| Vocational Rehabilitation | | 0 | 0% | | | | | |
| Seeking information about Youth Program services (Ages 14-24) | | 0 | 0% | | | | | |
| Attending a job fair or other on-site event | | 0 | 0.00% | | | | | |
| Attending a workshop or assessment | | 0 | 0.00% | | | | | |
| Other/General Inquiry | | 1 | 14.29% | | | | | |
| 6 How did you hear about ARIZONA@WORK? | | Response | % | | | | | |
| Family, friends, co-workers | | 2 | 28.57% | | | | | |
| Website | | 2 | 28.57% | | | | | |
| Search Engine (Google, Bing, etc.) | | 1 | 14.29% | | | | | |
| Social Media | | 0 | 0.00% | | | | | |
| TV, Radio or Other Media | | 0 | 0% | | | | | |
| Referral from another program (DES, School, Community Organization) | | 0 | 0.00% | | | | | |
| 7 Do you feel the physical environment is easily accessible and identifies the services offered at ARIZONA@WORK? | | Response | % | | | | | |
| Yes | | 6 | 86% | | | | | |
| NO | | 1 | 14% | | | | | |
| 8 Did you feel the technology met your needs? | | N/A | % | Yes | % | NO | % | TOTAL RESPONDENTS |
| Computer (hardware and software) | | 0 | 0% | 7 | 100.00% | 1 | 4.55% | 7 |
| Internet | | 0 | 0% | 5 | 100% | 0 | 0% | 5 |
| Fax Machine | | 2 | 40.00% | 3 | 60.00% | 0 | 0% | 5 |
| Copy Machine | | 1 | 25.00% | 3 | 75.00% | 0 | 0% | 4 |
| 9 How would you rate your overall experience? | | Response | % | | | | | |
| N/A | | 0 | 0% | | | | | |
| POOR | | 0 | 0.00% | | | | | |
| AVERAGE | | 0 | 0% | | | | | |
| GOOD | | 2 | 28.57% | | | | | |
| EXCELLENT | | 5 | 71.43% | | | | | |
| TOTAL | | 7 | 100% | | | | | |
| 10 What can we do to serve you better? | | Response | | | | | | |
| The office I was assigned to 735 N Gilbert Rd Gilbert has been non-operational and should not have been assigned | | | | | | | | |
| esta todo bien | | | | | | | | |
| I have nothing to say about improvement you all are great | | | | | | | | |
| 11 If you would like someone to contact you regarding your responses, please provide contact information. | | Response | % | | | | | |
| Name | | 2 | 100% | | | | | |
| Phone Number or Email | | 1 | 50.00% | | | | | |
| 12 What is your age? | | Response | % | | | | | |
| 14-24 | | 0 | 0.00% | | | | | |
| 25-34 | | 1 | 14.29% | | | | | |
| 35-44 | | 0 | 0.00% | | | | | |
| 45-54 | | 4 | 57.14% | | | | | |
| 55+ | | 2 | 28.57% | | | | | |
| Prefer not to answer | | 0 | 0.00% | | | | | |
| TOTAL | | 7 | | | | | | |
| 13 What is your primary language? | | Response | % | | | | | |
| English | | 6 | 86% | | | | | |
| Spanish | | 1 | 14% | | | | | |
| Other (please specify) | | 0 | 0% | | | | | |
| Comments | | | | | | | | |
| Samantha was absolutely amazing. She went above and beyond with a smile and assistance. I can be difficult, and this was my fourth stop because the first office was closed the second one doesn't do unemployment the third one was across the street from this one and they finally sent me to here. Samantha ROCKS! | | | | | | | | |



6. NUMBER OF CUSTOMERS WELCOMED AT EACH COMPREHENSIVE CENTER

| JOB CENTER LOCATION | NUMBER OF CUSTOMERS WELCOMED |
|---------------------------|------------------------------|
| East Valley Career Center | 868 |
| West Valley Career Center | 874 |

Data provided by: Lemuel Carter

7. NUMBER OF CUSTOMERS WELCOMED AT SATELLITE SITES

| Satellite location | Number of customers welcomed |
|--------------------|------------------------------|
| Mesa | 21 |
| Queen creek | 22 |
| Tempe | 33 |
| Scottsdale | 49 |
| Wickenburg | 10 |
| Surprise | 23 |
| Avondale | 42 |
| Gila bend | 2 |

Data provided by: Tina Luke

8. NUMBER OF CUSTOMIZED RECRUITMENTS AND JOB FAIRS HOSTED IN MARICOPA COUNTY AND NUMBER OF JOBSEEKERS IN ATTENDANCE

Location: Wickenburg, AZ

| DATE/TIME | JOB CENTER LOCATION | # BUSINESS | # OF JOB SEEKERS ATTENDED | # Interviews | #Of Hires |
|-----------|---------------------|------------|---------------------------|--------------|-----------|
| 8/16/2023 | Wickenburg | 13 | 79 | 39 | 7 |



List of companies participating.

- | | | |
|--|---|--|
| 1. Wickenburg Community Hospital | 5. Wickenburg Community Services Corporation | 9. Department of Corrections |
| 2. BearCat Manufacturing | 6. Arcadia Home Care | 10. Aunt Jeni’s Child Care |
| 3. Wickenburg Unified School District | 7. Maricopa County | 11. McDonald’s |
| 4. Rancho de Los Caballeros Golf Course Resort | 8. Gladiator Program- Rebar Steel Ironworkers | 12. Carefree Camper |
| | | 13. Phoenix Police Dept. |
| | | 14. WestMec Adult Education Program |

Success Story

Client M. Coleman came to the August 16th Job Fair and applied for McDonalds. The WDC followed up with him the week after the event and he stated that he was homeless; he and wife are living in their car. M. Coleman was currently working part time at Burger King as business is slow, and he's in real need for a second job to get back on his feet. He shared that he was hoping for a better paying job, and that he had not heard back from McDonald’s. The WDC asked about his prior experience, and he stated that he had warehouse and welding experience. The WDC provided him a lead to Triad Steel as hiring welders and other occupations, suggested he call the GM and to mention he was being referred by WDC. M. Coleman applied and had an interview with Triad Steel; he was hired as a Shipping and Receiving Clerk at \$22 per hour. He came into the Career Center to thank WDC for the referral, and due to obtaining this new position he will be able to bring a trailer from Mesa to provide a home for him and his disabled wife.

9. Center Training

| SERVICE | August 2023 | Program Year to Date |
|--|-------------|----------------------|
| Job Seekers | | |
| Arizona Career Readiness Credential Obtained | No Data | |
| Office Proficiency Assessment and Certification Obtained | | |
| Youth Office Proficiency Assessment Assisted | | |
| Resume Tutorial Views | | |
| Interview Tutorial Views | | |



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| TRAINING | August 2023 | PROGRAM YEAR TO DATE |
|--|-------------|----------------------|
| Virtual Adult Orientation Participants Completed | No Data | |
| Employment Academy One Day Workshop | | |
| WIOA Training Packet Lab Participants | | |
| <i>AJC & Dynamics Lab – starts 09/2023</i> | | |
| <i>Job Search Workshop</i> | | |
| <i>Resume Writing 101 Workshop</i> | | |
| <i>Resume Writing 102</i> | | |
| <i>Resume Writing Lab Participants</i> | | |
| Interview Skills Workshop | | |
| Durability in the Workplace Workshop | | |
| Introduction to Entrepreneurship Workshop | | |
| Financial Empowerment Workshop | | |
| Basic Computer Skills Workshop | | |
| LinkedIn Workshop | | |
| Community Outreach Events (Refugee, Etc.) | | |
| Rapid Response Workshops | | |
| WDD New Hire Onboarding | | |
| WDD Internal Staff Training Participants | | |

Data provided by:

Success Story / Highlights:

Career Advisor Kate Dixon was assigned 18-year-old client Alandis Holloman. Alandis qualified for the program as a youth who was low income receiving nutritional assistance and having a disability. Alandis did not have an employment history and struggled to get started with his goals as a senior in high school.

Kate developed an Individualized Service Strategy (ISS) plan with Alandis which outlined his goals to start a CDL program to obtain a class A CDL. Alandis already possessed some skills that could easily transfer to this profession such as that of a team player and someone who was open minded. Alandis also talked about his long-term goal of owning his own CDL business. Alandis was introduced to the ITA application on 11/4/22 and started CDL training at Southwest Truck Driver Training on 12/12/22.

Since Alandis did not have any income, his Career Advisor assisted him with transportation support services to help alleviate his financial concerns with traveling to and from training. Alandis attended night classes at Southwest and received a Perfect Attendance award. He excelled through his training and completed it on 1/14/23. Alandis left the Youth program as of 2/6/23 but provided an update to Kate on 8/4/23 where he shared that he did graduate from high school and was doing well.



Alandis spoke about his experience stating, ‘I took advantage of my weekends to do homework and study for both of my schools.’

Alandis is now employed full time at Wolverine Daylighting as a Hydrovac CDL driver making \$28/hr. Alandis informed Kate that ‘the most valuable part of the youth program was to have an opportunity to get an early jump on schooling and an advantage to start my adult life’.”

10. Partner Data

A. TITLE I

| Number of referrals between partners | Total | July 2023 | August 2023 |
|--------------------------------------|-------------------------------------|-----------|-------------|
| DES/RESEA | Data not available | | |
| Education to Title 1B | | | |
| DERS | | | |
| Other | | | |
| | Data Provided by: Lemuel Carter HSD | | |
| The number of Enrollments | Youth | 27 | 39 |
| | Adult/Dislocated Worker | 85 | 120 |

Data Provided by: Tina Luke HSD

B. TITLE III

East Valley Career Center

| TITLE III SERVICES | # OF PARTICIPANTS |
|----------------------------------|-------------------|
| Current enrolled participants | 1219 |
| Veteran enrolled participants | 97 |
| WIOA referrals | 46 |
| Referrals to supportive services | 11 |
| Job Placements for August | 114 |
| Veteran Job Placements | 14 |
| RESEA orientations | 226 |

Data Provided by: Danielle Nahass

West Valley Career Center

| TITLE III SERVICES | # OF PARTICIPANTS |
|----------------------------------|-------------------|
| Current enrolled participants | No Data |
| Veteran enrolled participants | |
| WIOA referrals | |
| Referrals to supportive services | |
| Job Placements for August | |
| Veteran Job Placements | |
| RESEA orientations | |



Consent Agenda. August Jobs Report



MARICOPA COUNTY

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Arizona & Maricopa County Job Report

August 2023

Julia Maciel

National Summary

Main Takeaways:

- Total Non-Farm employment increased by 187,000 again in August for the U. S.
- Job gains continued to trend up in health care, leisure and hospitality, social assistance, and construction.
 - Employment in transportation and warehousing declined.
- Unemployment rate rose to 3.8% compared to 3.5% in July.
- Average hourly earnings grew by 8 cents or 0.2% in August to \$33.82.

Arizona Summary

Main Takeaways:

- In the Month of August, the state of Arizona's total nonfarm employment increased by 57,700 jobs year over year.
- The Unemployment Rate increased to 3.8% in August, up from 3.6% in July 2023.
- The largest job gains were recorded in Government (31,700 jobs) and Private Education & Health Services (8,800 jobs)
- The largest job losses were recorded in Trade, Transportation & Utilities (~1,200 jobs) and Manufacturing (~800 jobs).

Data from:

- Arizona Commerce Authority
- Arizona Office of Economic Opportunity
- Bureau of Labor Statistics

MARICOPA COUNTY SUMMARY

| Maricopa County Employment & Unemployment 2023 | | | | | | | | |
|--|---------|---------|---------|---------|---------|-------|---------|---------|
| | Jan | Feb | March | April | May | June | July | August |
| Nonfarm Employment | 2,334.7 | 2,339.8 | 2,354.7 | 2,363.2 | 2,261.8 | 2,249 | 2,243.9 | 2,446.1 |
| Unemployment Rate | 3.2% | 3.1% | 3.1% | 3.0% | 3.1% | 3.9% | 4.1% | 4.0% |

- Maricopa County's unemployment rate decreased slightly from 4.1% to 4.0% in August 2023.
- **Construction** employment continues to rise since January 2023 with employment levels from 152.1 -> 162.2
- **Manufacturing** employment had a slight decrease July to August from 149.5->148.5
- **Transportation and Warehousing** employment levels have been decreasing since January 2023 from 110.6 -> 105.7 for August 2023.
- **Healthcare and social assistance** employment levels continue to rise each month, with a rate of 324.6 for August.
- **Finance and insurance** employment levels have been decreasing from January and but rose slightly from last month from 166.3 -> 168.3.

Maricopa County August Labor Force 2023

| Industry | Employment Level | %Change from Year Ago | Numeric Year-over-Year Change |
|-------------------------------------|------------------|-----------------------|-------------------------------|
| Mining & Construction | 160,800 | +5.1% | 7,800 |
| Manufacturing | 127,400 | -2.0% | -2,600 |
| Private Education & Health Services | 370,400 | +5.6% | 19,600 |
| Information | 40,600 | -5.4% | -2,300 |
| Financial Activities | 218,900 | +2.1% | 4,500 |
| Trade, Transportation and Utilities | 440,100 | +0.2% | 700 |



Consent Agenda. Careers Pathway Strategist Report



MARICOPA COUNTY

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Career Pathways & Apprenticeship Strategist Report

Jordan Dodeward

AUGUST 2023

EVENTS

IT Apprenticeship Accelerator - COMING SOON!

In partnership with Apprentice Now, the next apprenticeship accelerator IT/Tech will be held during apprenticeship week! **November 2023 | Virtual | COMING SOON!**

Arizona Healthcare Apprenticeship Accelerator, AHAA 2.0

We had an incredibly successful second-ever healthcare apprenticeship convening! With approximately 95 in-person attendees, the majority were employers and educators, which was the main goal of this event! Thank you to our host, GateWay Community College of the Maricopa Community College District, to our speakers, moderators, and panelists! Both Joann Bueno and her team with the State Apprenticeship Office and Joy Jamerson with H-CAP will be working with those interested in getting healthcare apprenticeships registered and underway. I am incredibly excited about the future opportunities!

TOP PROJECTS & NEW CONNECTIONS

Refugees Healthcare Pilot Program Reporting

The Arizona Refugee Resettlement Program, Arizona Health Care Association (AHCA), Arizona State University, Friendly House and Bandera Healthcare all teamed together to successfully put four refugees through a quick-start pilot program where they are now employees with Bandera Healthcare, long-term care and senior living facilities. I have been asked by this group to collaborate on a report that details all aspects of this program, specifically the research and development in which I was a major part of. In collaboration with our own Julia Maciel and Tana Luger Motyka, PhD, MPH of Covenant Health Network we began putting together an outline and summarizing and analyzing all of my meeting notes.

Outreach, Events, and Meet & Greets

- **Aug 3**, coordinated ListenUp Hearing with our apprenticeship team and the State Apprenticeship Office to see if their programs would be a good fit to translate towards apprenticeships.
- **Aug 8**, participated in the Valley of the Sun United Way Quarterly Workforce Coalition meeting.
- **Aug 17**, touched base with the Arizona State Board of Nursing to discuss apprenticeship and to gather their support of apprenticeship programs in healthcare.

Committee Participation

Consistent attendance as the Co-Chair of the Healthcare Committee with WESTMARC and additionally a member of the Workforce committee with WESTMARC and Arizona Association for Economic Development.





Community Impact Statements. MCWDB Success Story



MARICOPA COUNTY

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Success Story

Participant Name: Tara Turner

Month/Year: August 2023

Career Advisor: Eva Castro

Before: Explain customer circumstances before receiving assistance from Human Services, ARIZONA@WORK-Maricopa County.

Tara Turner came to Arizona@Work as a Dislocated Worker II. She worked as a recruiter at a Call Center in 2020 when COVID impacted the customer service field, she became unemployed. As a job seeker she experienced barriers related to her age and the lack of certification for skills within the administrative assistant field. She earned a BA in Special Education but had not worked in the field for the last 25 years. She stated that job search had become difficult and exhausting. Arizona@Work would be her last alternative to find suitable employment. Her income consisted of social security and alimony, which made it difficult to pay her mortgage. Tara appeared very hopeless, and she stated, "at this rate I will need to leave my home and move into a senior citizen community". However, she was not interested in making that life change.

During: Describe the actions that were taken to assist the participant in their journey. List any challenges they had and resolutions.

Tara participated in employment service workshops such as: resume and interview skills assistance. Tara stated that initially creating a resume was very intimidating, but she gained confidence and skill after attending the workshops. She learned about the different types of resumes, how to introduce herself to employers and labor market trends and wages for occupations compatible with her skills and interests. Tara reported that the "My Next Move" assessment was an important tool and an eye opener. Now, she feels optimistic when going to a job fair and talking to employers.

After: Describe how services provided transformed participant's life?

Tara was approved for an Occupational Skills Training. She successfully completed an Accounting & Bookkeeping with QuickBooks and Payroll Management and an Administrative Assistant with Microsoft Word Certification in four months. She is currently employed at Mariposa Memorial Garden Park as an Administrative Assistance earning \$18.00 an hour. She continues to explore other areas of work and is more self-assured than ever, thanks to Arizona@Work. Tara shared "you are never too old to believe in success, age doesn't discriminate dreams or having a good life".



Information/Discussion Only. In-Demand Industries Presentation: Intel



MARICOPA COUNTY

A proud partner of the  network

Angela Creedon

Intel Higher Education & Local Government

Maricopa County Workforce Development Board

October 19, 2023



A person wearing a white cleanroom suit and a white head covering is walking down a long aisle in a server room. The aisle is lined with rows of server racks on both sides. The racks are filled with various electronic components, including monitors and cables. The lighting is bright and even. The overall atmosphere is clean and professional.

Innovating
and investing
in Arizona
since 1979

intel®

Ocotillo Campus

700 acres in south chandler

Chandler/Intel
Ocotillo Brine
Reduction Facility

Gila River
Indian
Reservation



Chandler Fire
& Police
Training Facility

Ocotillo
Community
(Chandler)



Sun Lakes Community (Maricopa County)



Ocotillo Brine Reduction Facility



Intel Water Reclaim Facility

Sustainable



In 2022, Intel returned and restored more than 100% of our Arizona freshwater use to our community and local watersheds, through our water management practices and investments.

> 100%

Between our on-site projects, agreements with utility partners, and our purchases of renewable energy, Ocotillo is supplied by

100%

renewable energy.



In early 2023, Intel's Ocotillo site receives:

AWS Platinum Certification



Responsible Water Stewardship

intel.

To support Intel's commitment to achieve net positive water use, we have funded 20 water restoration projects benefiting Arizona.

These projects, once fully implemented, will restore nearly

2.2 Billion

gallons of water annually.

[Link to water restoration projects](#)

On-site Conservation:

Ocotillo

Brine Reduction Facility, in partnership with the City of Chandler since 1995



On-site Conservation:
Our newest 12-acre water recycling and treatment facility, with the capacity to treat

9 Million

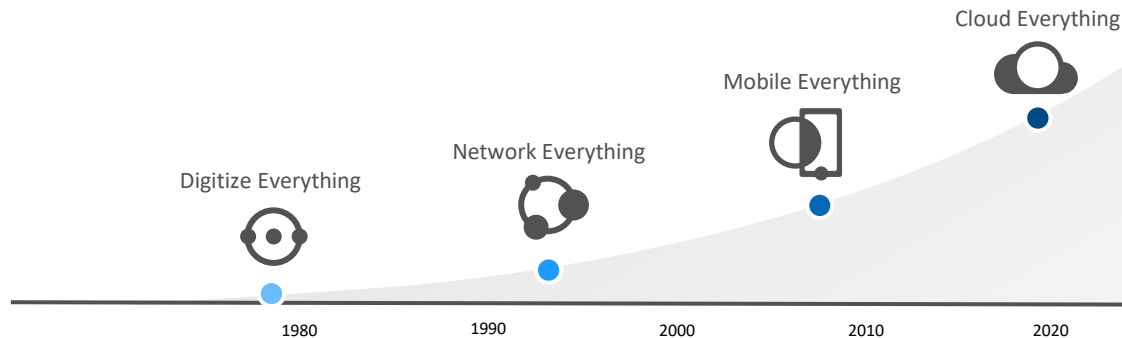
gallons of water per day



Powering the Era of Distributed Intelligence

“ More and more, every aspect of humanity is coming online and coming to the digital foundation that we uniquely build and deliver.

- Pat Gelsinger, Intel CEO



100B

Intelligent Connected Devices



Distributed Intelligence

Compute

10^{18}

10^{15}

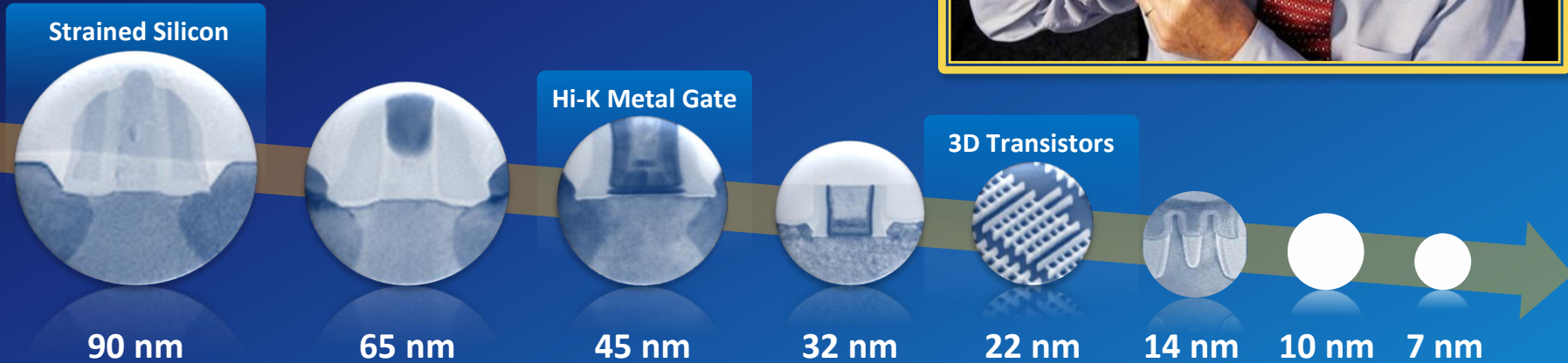
10^5

10^4

10^2

Executing to Moore's Law

Enabling new devices with higher functionality and complexity while controlling power, cost, and size



What if moore's law is applied to...

Transportation



We could travel to the sun on a single gallon

Agricultural



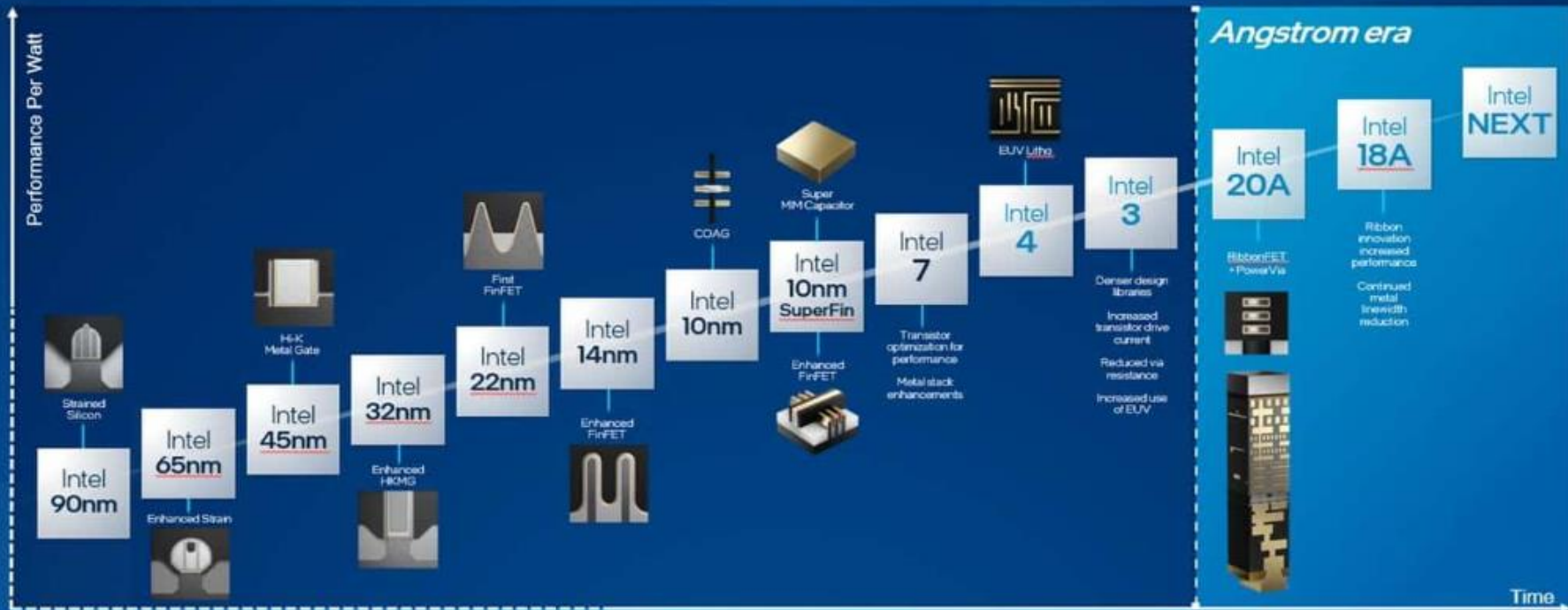
We could feed the world's population with 1km² of land

Space travel?



We could travel at 300x speed of light

Intel Process Technology



Every major transistor innovation in the past 20 years delivered by Intel and we are driving the next with RibbonFet & PowerVia

Arizona: Workforce Development



Intel Arizona

Our U.S. manufacturing powerhouse

Direct employees

13,000

Total jobs supported

58,000+

Total capital investments²

\$32 billion

Total labor contribution¹

\$4.9 billion

Annual GDP contribution¹

\$8.6 billion

Future investments announced

\$20 billion

Years
invested

40+

¹ Sourced from a 2019 economic impact study commissioned by Intel; ² internal Intel data.

\$8.6 B

Annual Economic
impact in Arizona

\$2.75 B

2022 Capital
Investment



intel

58K +

Estimated total
Arizona jobs
supported by
Intel's operations



A New Era of Innovation for Intel Arizona

In September 2021 Intel broke ground on two new fabs at our Ocotillo campus, expanding our manufacturing capacity.

Expected Job Creation:

- **3,000 High-Tech Jobs**
- **3,000 Construction Jobs**
- **15,000 Indirect Jobs**



Workforce Development and Inclusive Pathways into the Semiconductor Industry

To support the growth of our Arizona operations, Intel works closely with schools, community colleges, and universities to develop the talent of the future.

K12 STEAM Education Pipeline

We work with schools, nonprofits and community leaders to realize the power of our collective action – for example, through our Equity in STEAM initiative with YWCA Metropolitan Phoenix.

Community Colleges and Trade Schools

Innovative programs like the Maricopa Community Colleges Quick Start and AI initiatives help to foster new pathways into advanced manufacturing and technology in Arizona.

University Collaboration

We support Arizona-based research, scholarships, and internships, and help tailor curriculum to meet the needs of students and the industry's needs.

Quick Start Semiconductor Technician Training Program

Innovative, intensive initiative led by Maricopa Community Colleges to build inclusive pathways into semiconductor manufacturing:

- 10 day, 4 hours/day hands-on classroom training led by experienced professionals at three colleges
- Tuition reimbursement, skills certification, three college credits
- Opportunity to interview with Intel and other companies for entry-level jobs

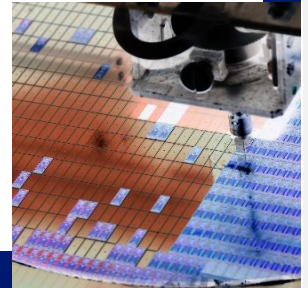
www.maricopa.edu/semico



Arizona University Semiconductor Collaborations

Intel engages with the three major Arizona universities – ASU, U of A, and NAU – to support and align the needs of students and workforce development:

- [University research program](#) provides funding for research centers and individual grants
- Collaboration, [resources](#), and guidance around curriculum development to align with industry needs
- [Internships](#) provide experience for both undergraduates and graduate students
- [Scholarship opportunities](#)



intel®



Information/Discussion Only. Service Provider Update



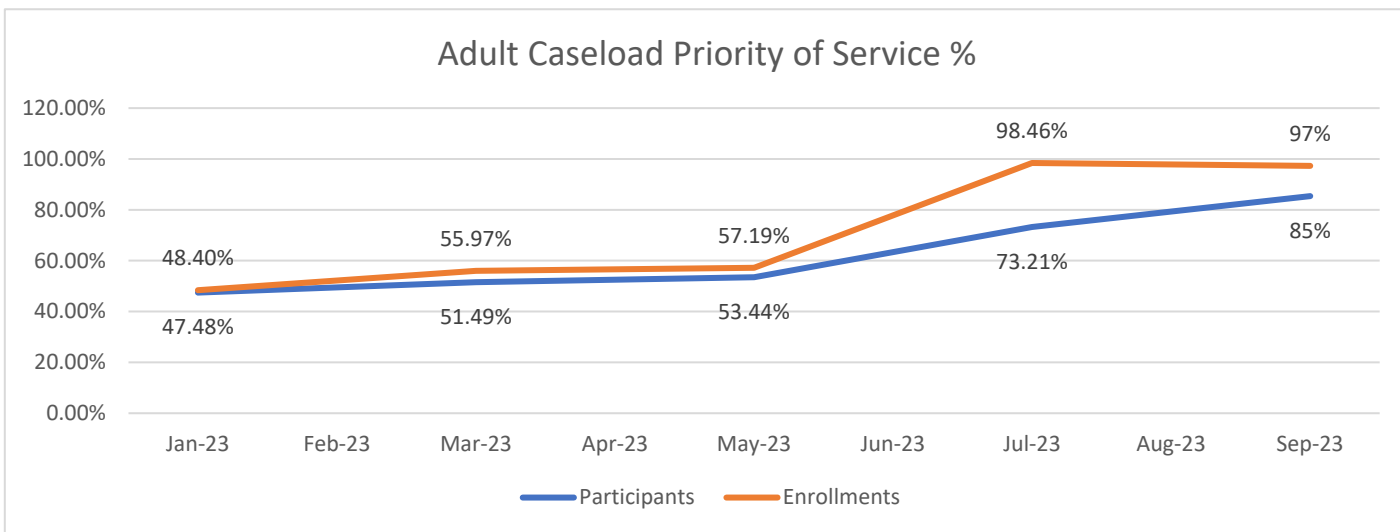
MARICOPA COUNTY

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Maricopa County Workforce Development Board (MCWDB)

Priority of Service



WARN-Activity

- In 2022, there were 7 WARN Notice issued, impacting 679 employees.
- There is still a whole quarter remaining in the year as well.

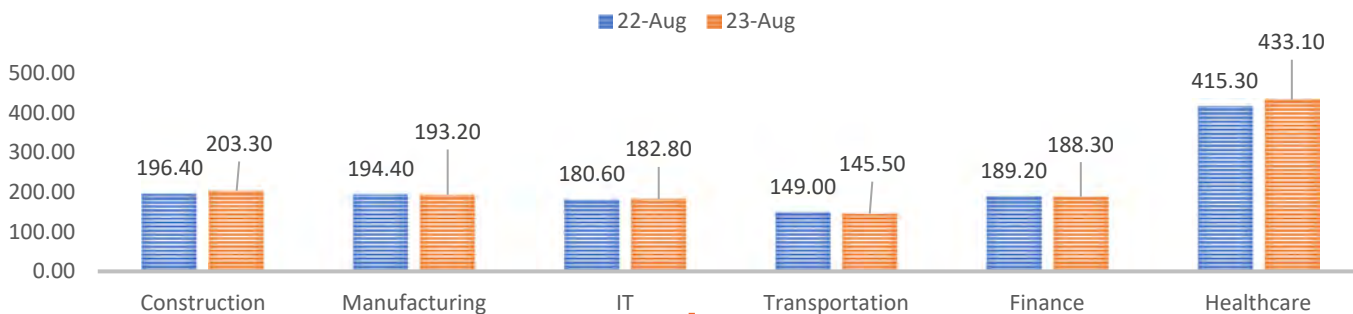
| Month/2023 | Jan | Feb | Mar | Jun | Jul | Aug | Sep | Total |
|------------------------|-----|-----|-----|-----|-----|-------|-----|-------|
| Number of WARN Notices | 4 | 7 | 4 | 1 | 4 | 5 | 1 | 26 |
| Impacted Employees | 505 | 508 | 352 | 80 | 319 | 1,221 | 71 | 3,056 |

*2023 Monthly Breakdown

The industries most reflected in these notices are:

Finance/Insurance, Manufacturing, IT, Transportation/Logistics

Employment by Industry



Human Services

234 N. Central Ave., Suite 3000
Phoenix, Arizona 85004