



Innovative Workforce Solutions

WORKFORCE ARIZONA COUNCIL

Full Council Meeting

Thursday September 7th, 2023 | 1:00 pm – 3:00 pm

Hybrid Meeting via Zoom and in-person, at the Arizona Commerce Authority (ACA)

100 N 7th Ave #400, Phoenix, AZ 85007

Join Zoom Meeting

<https://us02web.zoom.us/j/6612530414?pwd=WEJaVicreRyY1hCTkhUMmFCdGFiOT09>

Meeting ID: 661 253 0414 Passcode: 612238

Council Members Present:

Governor Katie Hobbs, Governor of Arizona
Ian O'Grady, Policy Advisor for Governor Hobbs
Chairman Mark Gaspers, Boeing
Alexander Horvath, Tucson Medical Center
Willard James, Centene
Brian Rice, HonorHealth
Karla Moran, SRP
Vice Chair John Walters, Liberty Mutual
Second Vice Chair Audrey Bohanan, Adalente Healthcare
Randall Garrison, FenTek Industries
Scott Holman, TSMC
Michelle Bolton, Intel
Daniel Witt, Lucid
Dennis Anthony, Arizona Public Service, TD&C
Support
Thomas Winkel, Arizona Coalition for Military Families
Debra Margraf, National Electrical Contractors
Association
Shawn Hutchinson, Phoenix Electrical JATC
Angie Rodgers, Director of Department of Economic
Security
Kristen Mackey, Department of Economic Security
Sandra Watson, CEO Arizona Commerce Authority

Members Absent:

Senator Sine Kerr, Senator of the State of Arizona
Representative Justin Wilmeth, Arizona House of
Representatives
Larry Hofer, Cox Communications
Gregory Anderson, Summit Healthcare Services
Todd Graver, Freeport McMoRan
Danny Seiden, Arizona Chamber of Commerce & Industry
David Martin, Arizona General Contractors
Dr. Jackie Elliott, Central Arizona College
Beverly Wilson, Arizona Department of Education Core
Program - Title II

1. Call to Order

Chairman Gaspers calls the meeting to order at 1:02pm. Erin Gallagher takes the roll call for the Q3 Full Council meeting.

2. Call to the Public

Before the call to the public, Chairman Gaspers gives a moment of silence to remember Darcy Renfro, who passed away on Monday, September 4th, 2023. The community mourns the loss of MCCC Vice Chancellor, Darcy Renfro, a dynamic leader known for her contributions to education and workforce development at MCCC. We extend our condolences to her staff, family, and loved ones.

Chairman Gaspers calls upon the public. Nidia Herrera, Executive Director of the Workforce Development Board for Yuma County, shares that earlier that day the ARIZONA@WORK workforce association, which is composed of most of the local area's directors. Nidia thanks Governor Hobbs for being there and attending the Workforce Arizona Council. Nidi congratulates Chairman Gaspers on his position with the Council and that the association looks forward to working with Chairman Gaspers, OEO (Office of Economic Opportunity) and the ACA (Arizona Commerce Authority). There

was a presentation within the association, Mark Paulson and Jeremy from Sci-Tech agencies and how to collaborate and bring ideas together for the communities in Arizona. Nidia also shares her appreciation for all coming together to better represent the Arizona Workforce association and Arizona workforce systems. Looking forward to partnering with the Department of Economic Security (DES) and all other agencies involved so that services can be delivered within all communities.

3. Opening Remarks- Governor Katie Hobbs

Chairman Gaspers introduces Governor Hobbs to the Workforce Arizona Council meeting to share her opening remarks and thanks her for being here today to support the work that is being done with the workforce system in Arizona.

Governor Hobbs shares her excitement at the Full Council meeting and is excited with all the work that this council is doing. Governor Hobbs shares her condolences for Darcy Renfro, and that she leaves a lasting legacy that all Arizonans can have quality education and continue to ensure that all Arizonans can participate in Arizona's thriving economy. Governor Hobbs thanks Chairman Mark Gaspers, Director Carlos Contreras, Vice Chair John Walters, and Second Vice Chair Audrey Bohanan and all for attending the Q3 Full Council meeting, as this is her first time attending as Governor. In the first 8 months of her administration, she has sent a clear message to bring people together to ensure that Arizona is the best place to live, work and raise a family. She announces the FUTURE48 workforce accelerators program which is already on the ground in Kingman and Yuma connecting community colleges, government, and industry leaders to strengthen the workforce pipeline in rural communities. This is the first 2 of 6 accelerator programs that will soon be active across the state. Also, announces the BUILDITAZ initiative that will double the amount of apprenticeships across construction and trades by the year 2026. With many new companies coming to Arizona, building new offices and headquarters, it's critical that Arizonans are trained to meet this demand. The Phoenix Electrical Joint Apprenticeship and Training Committee is celebrating 80s years of shaping skilled electricians and propelling our community forward. This program has adapted to industry changes and prioritizing inclusivity and community engagement. Governor Hobbs thanks council member Shawn Hutchinson and his team for his work in heading this training program and his part in the apprenticeship ecosystem in Phoenix.

Governor Hobbs shares that she convened the first meeting of the Governor's Infrastructure and Jobs taskforce which will be responsible for effectively securing and utilizing the billions of Federal investments coming to Arizona. This group brings people across Arizona together who work in different industries and sectors to ensure that all are collaborating, and not competing, against one another for these federal dollars. There are already over 600 projects happening across the state that are providing good paying jobs for Arizonans.

We have the opportunity today as Arizonans to be in front of us to be the strongest and most diverse workforce in the country. We are charged with the responsibility to put Arizonans back to work and that all in Arizona have the opportunity to participate in our economy. Governor Hobbs shares that her vision in working in collaboration with the Workforce Arizona Council, is to create a workforce that takes advantage of all that Arizona has to offer. This means, leveraging top tier public universities by investing in students and programs that allow seamless transitions into in-demand fields, it means engaging in rural communities and ensuring that one's zipcode doesn't determine their economic opportunity and utilizing Arizona's unique position to lead the way in sustainable growth and development creating thousands of good paying, clean jobs in the process. Governor Hobbs shares that she wants to see all Arizonans to thrive, she is very optimistic about the opportunities ahead and that we all will create an Arizona that supports everyone.

Chairman Gaspers thanks Governor Hobbs for her time and shares that as her Workforce Arizona Council we will work hard to ensure her hervision to support all Arizonans.

4. Welcome and Success Story - Phoenix Electrical 80th anniversary est. 1943

The Phoenix Electrical Joint Apprenticeship and Training Committee (JATC) was established in 1943 by the International Brotherhood of Electrical Workers, Local Union 640, and the Arizona Chapter of the National Electrical Contractors Association to meet the growing demand for skilled electricians in Phoenix. Over the years, the JATC developed a unique training approach combining classroom instruction and practical experience, adapting to industry changes in the 1970s, and emphasizing inclusivity and community engagement. Today, with over 800 apprentices, it remains a cornerstone of electrical education and a symbol of 80 years of excellence and dedication to progress.

Chairman Gaspers celebrates the Phoenix Electrical 80th Anniversary. And thanks council member Shawn Hutchison for all his support for the community and the support on the council and he appreciates the chance to collaborate.

Council member Shaw Hutchinson shares his appreciation for council member Debra Margraf, who is one of his board members for the program, and council member Dennis Anthony, who was his predecessor and former boss when he was an instructor in the program. Dennis Anthony was his director. Dennis helped Shawn to understand what an apprenticeship should look like, and he has enjoyed bringing that forward today.

Chairman Gaspers thanks council members, Shawn Huthcinsonc, Debra Margraf, and Dennis Anthony for all their hard work.

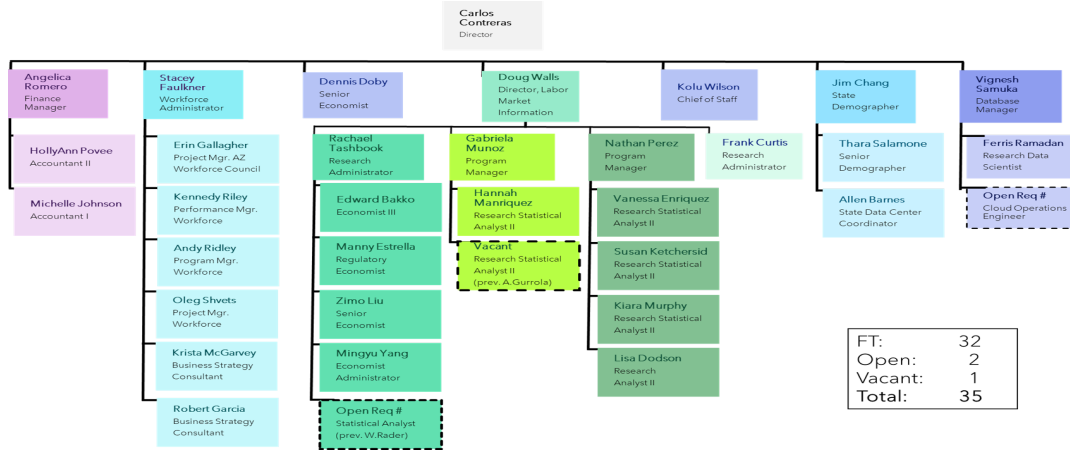
5. Approval of minutes from the June 1st, 2023 Q2 Full Council meeting

Second Vice Chair Audrey Bohanan moves to approve the minutes from the Q2 2023 Full Council meeting. Vice Chair John Walters seconds the motion. The motion passes unanimously.

6. Workforce Administrator Report Out

Stacey Faulkner discusses Workforce development activities. Stacey introduces the new Office of Economic Opportunity Director, Director Carlos Contrereras. Carlos is a 3rd generation engineer, he graduated from the University of Arizona and Thunderbird in Finance. Carlos has 30 years experience with Intel Corporation, though he has retired, he has returned to work in government service. His career journey has encompassed diverse roles in engineering, finance, education, public affairs, and emerging technology policy. OEO looks forward to his leadership. With the addition of director Conteraras, the OEO has gone through restructuring. OEO was sharing a director with the Arizona Commerce Authority (ACA), Sandra Watson. However, OEO is its own legal entity and own

organization and Director Contreras has recreated what the OEO structure looks like.



Some changes that relate to the Council, Stacey is the new Workforce Administrator, Stacey has 6 staff who directly report to her, and these staff members are supported to the Workforce Arizona Council, Stacey invites all Council members to reach out to any of those individuals as needed. As a Workforce team, we are wanting to ensure that we do not have any gaps in services that we deliver or the activities that are expected of us. Kolu Wilson rejoined the team in February as the Workforce Administrator, however, she has transitioned into a new role, Director Contreras' Chief of Staff. Please reach out to Stacey or her team any time as it focuses on workforce.

Comment:

Director Carlos Contreras: Thanks Council member, Sandra Watson for her time and partnership as being interim director of the Office of Economic Opportunity. Director Contreras thanks Chairman Gaspers for his kind words about Darcy Renfro. Director Contreras shares the importance of public service and thanks everyone who is putting in the time, and that all who care about this topic and the importance of collaboration that is critical to all Arizonans. Director Contreras is grateful to be here, and is mindful of those who have helped Arizona get this far, and to continue Darcy's legacy by continuing to do the work of the Workforce Arizona Council.

Chairman Gaspers and Stacey Faulkner attended a few conferences this past quarter, National Governor Association (NGA) Conference and Department of Labor (DOL) Vision 2030 Meeting. At the most recent NGA Summer symposium conference, Chairman Gaspers was appointed to the Chair's Executive Committee, Congratulations to Chairman Gaspers. It is an honor to serve with him. Other items that were discussed were:

- WIOA State Planning- NGA has developed a strong partnership DOL around WIOA State Planning, they are developing a tool kit that will support all the states and move forward with a collaborative state plan, rather than a compliance state plan. DOL is on board with that transition across the nation.
- Apprenticeships & Youth Employment and Career Prep were also discussed and there was robust conversation with Apprenticeships and Youth Employment and Career Prep in coordination with Apprenticeships.

Maui Assistance: While attending the NGA conference, peers from Hawaii were also present and during that conference was when we received news on the Maui fires. We would like to see how Arizona can support while Maui recovers. There was a federal package given from President Biden, but it is important to also give support as a State and would like to share the resources to help support the efforts in Maui.

Links:

Maui United Way: Fire Disaster Relief

- <https://mauiunitedway.org/>

Council for Native Hawaiian Advancement: Kāko‘o Maui Fund

- <https://hawaiiancouncil.org/helpmaui>
Maui Strong Fund: Focus on rapid response and recovery.
- <https://www.hawaiicommunityfoundation.org/strengthening/maui-strong-fund>
University of Hawai'i Foundation: Support students, faculty, staff, and the Maui educational community
- <https://www.uhfoundation.org/give/giving-opportunity/help-maui>
Feed The People: Providing food for shelters in partnership with the Salvation Army and The Red Cross
- <https://www.chefhui.com/maui-relief>

DOL Vision 2030 Meeting- this was a couple days after the NGA Conference, it was attended by OEO, some local board partners, and members of DES. DES did a session on Reemployment Services and Eligibility Assessments (RESEA), and how DES have taken RESEA virtual, congratulations to DES and that team to making that happen. Other states that attended were interested on how they can make those changes and model after Arizona. In addition, there was a lot of conversation around Apprenticeships, Infrastructure, Sector Strategies on High Quality Jobs. Stacey wants to remind that these are also priorities identified in the Arizona State plan. It is refreshing to see that other states are focusing on these priorities as well, and it may give an opportunity for partnerships across states or work together in changing policies and making improvements for Arizona.

Quarter 3 and Quarter 4 initiatives:

- **Eligible Training Provider List (ETPL) Workgroup-** will have its first kick-off meeting on September 14th at 1:00pm. There are about 20 participants, and this is important for Arizona because ETPL houses all training providers and programs that our job seekers have available to them through WIOA. Over the course of the last year the workforce teams have identified the need for policy changes to allow additional flexibilities but to ensure that the policy is structured to support Local Boards needs and DES needs as the coordinator for the ETPL. A significant change that hopefully will be created in this workgroup would be revising the policy and also to include an evaluation process into the policy that would allow us to take a look at performing and underperforming training provider programs. The OEO Labor market team has volunteered to provide data that would allow the workgroup to determine whether or not a training provider or a specific program is successful. This can give an opportunity where a provider is not performing and we have the opportunity to remove them from the ETPL list. This will hold our training providers accountable to ensure better performance.
- **BuildItAZ- Apprenticeship Initiative-** Stacey and Joanne Bueno, with DES Apprenticeship office, are leading this initiative, Stacey is looking forward to collaborating with workgroup participants and working closely with council members Shawn Hutchinson, Debra Margraf and Dennis Anthony. Stacey is grateful to be working on this initiative with her and all that have offered to participate in the workgroup. This workgroup has a quick turn around, Governor Hobbs has said she wants a plan in place on how we will double the amount of construction trades apprentices by 2036, in 90 days, which would be November 4th. Beginning to hold meetings with apprenticeship councils, committees and collaborating on ideas to ensure we have everyone at the table to move this plan forward and invest in more apprentices. Main objective is to set up grants offices to support construction trades. Within the next week or so, there will be an invite for a breakout session.

Arizona Workforce Summit: [Please watch video.](#)

Overall about 325 attendees for the 2 day Summit. Many attendees found great value at the Summit.

Total attendees- 325

- 93% would attend again
- 96% summit met expectations

Survey results

- Breakout sessions

- More Q&A
 - Success stories
 - WIOA training
- 2024 Summit
- Rural area- Northeastern, Coconino County and Yavapai County
 - Business focus- more employer engagement
 - Panel discussions- build out more panel discussions on rural areas

Some feedback received for future summits would be to allow for some more breakout sessions, more question and answers, and more hands-on WIOA training. Some attendees were seeking more success stories across workforce development, economic development, and workforce education. The OEO team is currently working on the next 2024 Summit, the intent is to hold the Summit in May and target a rural area, hopefully Flagstaff area, highlighting Northeastern Arizona, Coconino County and Yavapai County. The survey also asked for more of a big business focus, so we will build into the agenda more employer focused services or more feedback from businesses and what they need from our ARIZONA@WORK system. Most who attended loved the panel discussions because the information shared was truly invaluable.

Arizona Career Readiness Credential:

Budget

- Almost \$ 4MIL invested since the launch (2018-2023)
- \$506,250 annually
- 1 FTE

Engagement

- 14,633 learners enrolled
- 96,282 hours logged
- 3,512 credentials received

Usage

- 78 Site partners
- 3/12 Local Workforce Development Boards

Notice of Cancellation

- 8/29/2023

Some reasons why it was canceled, was due to budget, the 506,000 dollar investment and it has increased in cost in the latter years. Almost 100,000 hours and approx. 15,000 learners earned. Only 3/12 of LWDB were truly engaged in ACRC. This was not an easy decision, however, not having any employers engaged in ACRC and the annual cost to support along with the cut in administrative funding it is not something that our office could continue to support.

Comments:

Chairman Gaspers, thanks Stacey for her great work and detail. Chairman Gaspers shares that his contact with Hawaii chair and being with them at the NGA conference, sent a note expressing concern as the State of Arizona. Hawaii's chair reached out rather quickly and were on the line with Department of Labor, (DOL) receiving guidance on how to get support for Maui and the workforce system and the job opportunities that were lost.

7. Council Policy and Compliance Updates- Kennedy Riley, Vote

Kennedy Riley shares 5 council policy updates and compliance updates for the Executive Committee meeting.

All policies were released for public comment on July 31st - August 14th.

First policy is the Funding Allocation policy.

The policy was missing some clarifying language which outlines the Council's responsibility to

determine the development of allocation of formulas specifically related to Rapid Response funding. Some clarifying language was added to Section V (Allocation formula). The following language was added:

- a. "The Council shall vote annually whether to hold RR funding at the State level or return some or all the funding to the LWDBs."
- b. "The Council has the authority to determine the percentages for disbursement."

Local Board Recertification Policy- this is a new policy which provides requirements for the Local Workforce Development Boards and Chief Elected Officials for the submission of LWDB recertification materials. The Workforce Innovation and Opportunity Act (WIOA) requires the state to review LWDBs for recertification every 2 years.

Policy outlines all the requirements for LWDB:

- LWDB Membership
- Bylaws
- Shared Governance Agreements (SGAs)
- Procurements
- Management of Funds

The policy outlines the process of Council Staff reviewing all submissions and presenting to the Council for approval.

Substantial Violation, Sanctions, Decertification, and Reorganization Policy- This policy provides definitions of substantial violations under Title I of WIOA and the actions and process which may be taken by the Council and/or DES to address substantial violations by LWDBs.

The policy outlines what may be considered a violation:

- Violation of Council or Local Policy
- Failure to meet negotiated required performance measures
- Failure to submit required documents (i.e. Local Plan, Job Center Certification, LWDB Certification)

The policy outlines steps of corrective action for the LWDBs (including compliance and non-compliance). Also, the policy outlines the sanction process, determined by the Governor with recommendation from the Council. The policy discusses the process for the Governor to decertify and reorganize a Local Workforce Development Board as well as the area.

Designation of Local Workforce Development Areas Policy- this policy provides guidance and processes for the designation of Local Workforce Development Areas (LWDAs) in Arizona, along with the process for appealing designation decisions.

WIOA mandates that the Council shall assist the Governor in designation and re-designation of Local Workforce Development Areas, as required in section 106, and that an appeals process is in place. Currently, we have 12 LWDBs already established at the enactment of WIOA in 2014.

The policy outlines the process for units of local government that desire to become a new Local Workforce Development Area (LWDA). Any unit of general local government may request designation as a LWDA under WIOA. Requests must be submitted to the Council (requirements outlined in policy). The Council submits the request and recommendation to the Governor; the final decision rests with the Governor. The policy also outlines the appeal process for denied requests.

Local Plan Submission and Modification Policy- Policy provides direction to LWDBs on submission and modification of Local Plans. The Local Plans are required to be submitted every 4 years and modified every 2 years. This policy outlines the required contents for the plan, including the Local Plan Submission Guidance document developed by OEO staff. Policy requires LWDBs to follow the

submission guidance document for their plans to be approved. The council shall vote on all 12 Local Plans for approval.

Vice Chair John Walters motions to approve all policies as presented to the Full Council meeting. Second Vice Chair Audrey Bohanan seconds. The motion passes unanimously.

Kennedy shares the local plan update and proposed changes. As aforementioned, Local Plans are required to be submitted every 4 years and modified every 2 years with Council approval. Based on research, other states stagger their submissions to align with state plans which are tied directly to local plans. The current timeline requires LWDBs to submit their Local Plans for 2024-2027 in June 2024, only 2 months after the State Plan is finalized... It has been found that this timeline does not give LWDBs satisfactory time to incorporate the State Plan and its guiding principles into their local plan, which is a requirement.

The proposed change is to change the submission dates to Local Plans become effective January 1, 2025, and would end December 31st, 2028. The 2 year modification would take effect January 1, 2027. This ensures that all Local Plans/Modifications would cover an entire calendar year. This proposed change requires the Council to vote to extend all 12 LWDB Local Plans for 6 months (from June 30th 2024-December 31st 2024 end date) and the new Local Plans to begin January 1, 2025.

Key Dates	On or Before
Arizona State Unified Plan Public Comment Period	Jan - March 2024
Arizona State Unified Plan Submission	March/April 2024
Submission Guidance Sent to Local Boards	March/April 2024
Local Boards: Local Plan Development Begins	April - September 2024
Local Plans due to OEO	September 2024
OEO Review/Feedback to LWDBs	September - October 2024
Workforce Arizona Council Approval	November 2024
Local Plans Effective	January 1, 2025
Local Plan Modification Period	July 2026 - December 2026
Workforce Arizona Council Approval	December 2026
Local Plan Modification Effective	January 1, 2027

Scott Holman motions to approve the extension of all 12 local boards local plan for 6 months. Second Vice Chair Audrey Bohanan seconds. The motion passes unanimously.

Consent Agenda Transition for Q4: A consent agenda groups routine meeting discussion points into a single agenda item. In so doing, the grouped items can be approved in one action, rather than

through the filing of multiple motions. Consent agenda will allow the Executive Committee to focus on the compliance pieces of LWDBs, policies, and other WIOA requirements and the Full Council to focus on strategic initiatives. Consent agenda may include: policies, LWDB certifications, job-center certifications and other reports as necessary. Just for all to know, the members of the Council may pull any item off of the consent agenda for further discussion while the remaining items are approved. If a council member needs further clarification on the consent agenda, they may remove that item and approve the others. This process will begin in Q4.

Questions/Comments:

Chairman Gaspers comments on the consent agenda and shares that from the consent agenda, council members are able to pull any item for more discussion if needed. Rather than seeing the material over and over again, it is the hope of the Council that members will share their expertise and the Chairman would like these meetings to be used as collaborations and discussions and receiving feedback. There is a great opportunity for more collaborative discussion.

Second Vice Chair Audrey Bohanan comments: That she loves this idea, and would rather spend the meeting to challenge and think of different ways to better support employers and workforce.

Council Annual Report: Currently working on developing, which is required by ARS 41-5401, which gives authority to the Council and outlines what the Council is responsible for. This report will cover performance, and demographic information for WIOA partners Titles I-IV. The Annual Report will be delivered to the Council and State legislature on December 1st, 2023.

Question:

Audrey Bohanan: Are these documents and Annual Report able to be viewed on the ARIZONA@WORK website?

Kennedy Riley: Yes, the last 2 or 3 years of the Annual Reports are posted now on the ARIZONA@WORK website, once this new Annual Report is finished, it will be uploaded to the ARIZONA@WORK website. All policies, bylaws, and strategic plan are posted on the website, but we can send out if needed.

Second Vice Chair Audrey Bohanan: That would be great, it seems sometimes the link appears to be broken or not working...

Kennedy Riley: The website currently is going through a revamp, and it should launch on September 21st and there may be some bugs being worked out.

8. LMI Presentation- Rachael Tashbook, OEO

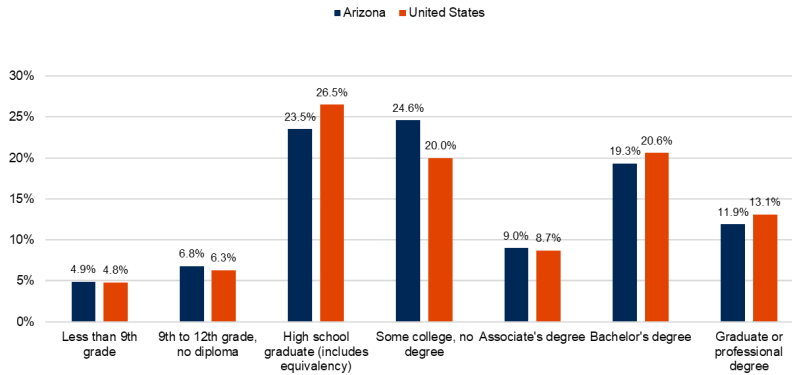
Racheal Tashbook, economist with OEO will discuss labor market information and data. Reviewing 3 main buckets, population data, economic data (in-demand industry and occupations), and WIOA Performance Data and next steps as to what you may want to accomplish over the next 4 years based on this data and further discussions with the board.

Populations Analysis:

Indicator	Arizona	United States
Population 16 Years and Over	5,650,624	264,087,642
Civilian Labor Force Participation Rate 16 and Over	60%	63%
Median Household Income	\$65,913	\$69,021
Families in Poverty	10%	9%
Median Age	38	38
Individuals with a Disability	13%	13%
Veterans	9%	7%
Uninsured	11%	9%

This data overlooks population trends, and compares Arizona to the United States. Arizona has a lower labor force participation rate and a lower median household income than the rest of the US. And usually lower labor force participation rates are caused by an aging population and lack of job opportunities or high percentage of people not seeking employment. Also you can see a higher rate of families in poverty, rate of veterans, and rate of uninsured individuals in the nation.

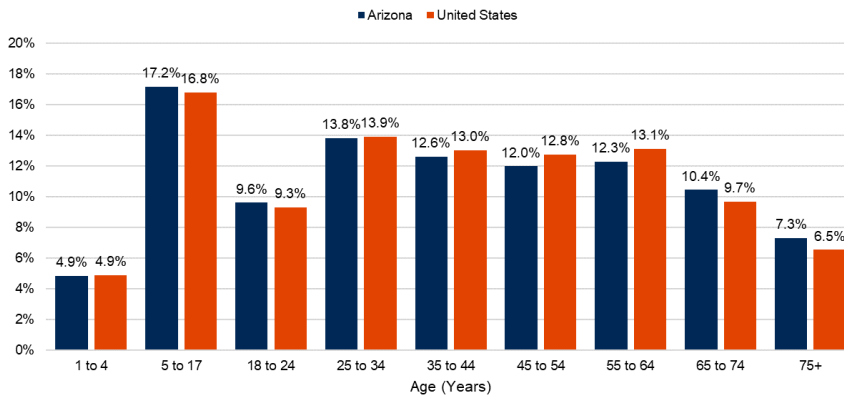
Education Attainment: 2021 estimate



Source: U.S. Census Bureau, American Community Survey, 2021 5-year Estimates, Table S1501, Office of Economic Opportunity

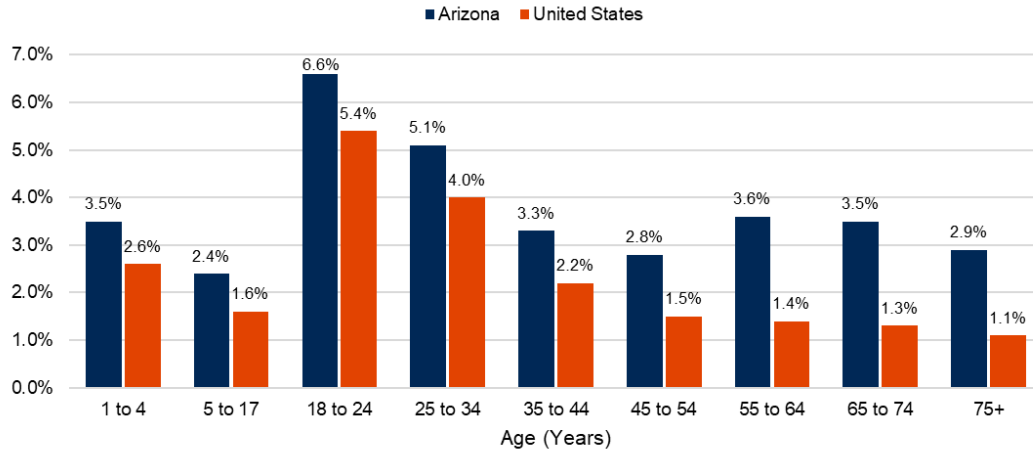
Highlights: In Arizona, the largest percentage of the population has some college, no degree or is a high school graduate (or equivalent). Nationally, the largest percentage of the population is a high school graduate (or equivalent) or has a bachelor's degree. This is similar to what you see nationally, however, nationally the largest population percentage is high school graduates or has attained a bachelor degree.

Percentage of Population by Age: 2021



Highlights: Individuals aged 5- to 17-years old make up the largest portion of the population for both Arizona and the Nation. From 2016-2021, Arizona's population grew by 350,626 individuals (1.0% annually). Arizona is projected to add more than 487,155 people to its population from 2022-2026 (1.6% annually). We will continue to see the population grow in the coming years.

Population Characteristics: 2023 Moved from Different State

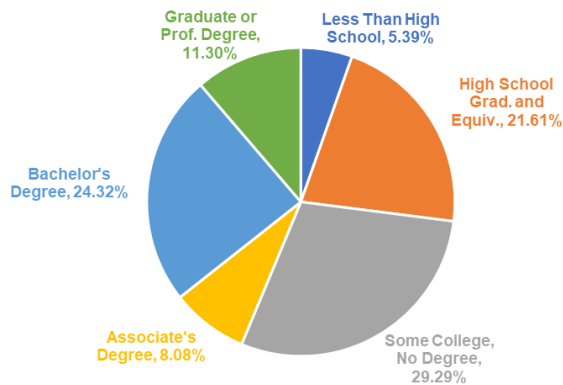


Source: U.S. Census Bureau, American Community Survey, 2021 5-Year Estimates, Table S0701; Office of Economic Opportunity

Highlights: Arizona’s net domestic migration was 89,230 in 2021.

Most of Arizona’s in-migration came from California and Washington. More people moved to Arizona than left Arizona. The median age of Arizonans that moved from a different state in 2021 was 33.4, older than the national median age of 28.8. Interesting to note that it is a little bit younger than the typical person who lives in Arizona already.

Arizona Migration by Education Level: 2021 Moved From different State, Age 18-64

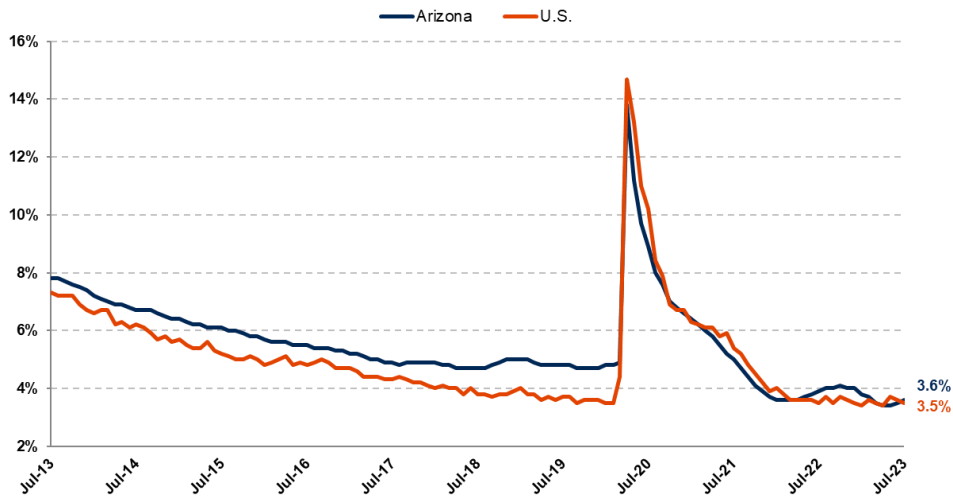


Highlights: **Migration by Education:**

- Graduate or Professional Degree: 7,982 individuals
- Bachelor's Degree: 19,931
- Associate's Degree: 6,064
- Some College, No Degree: 26,509
- High School Graduate or Equivalent: 17,729- Less Than High School: 12,015.

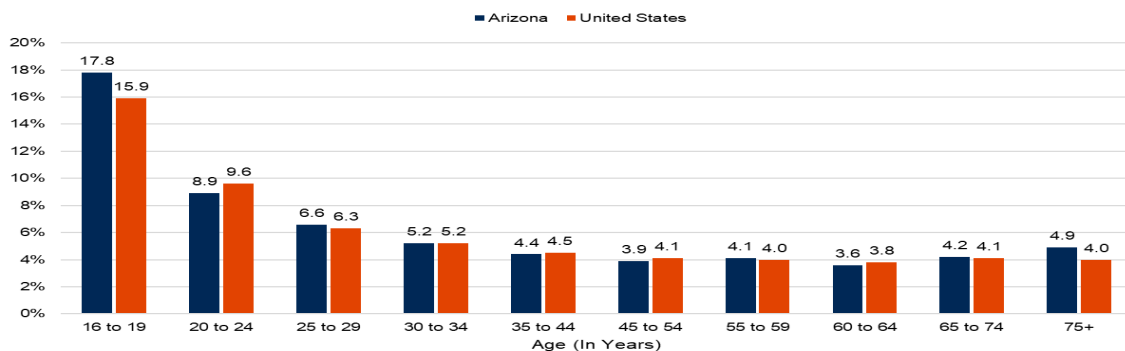
4.7% of AZ residents aged 25 years and over with a Bachelor’s degree, and 4.5% of individuals with a graduate or professional degree, moved from another state.

Economic Analysis Arizona and US Unemployment Rate: July 2013-July 2023



Overtime, Arizona’s unemployment rate and the rest of the US, it is fairly similar. Recently, Arizona and the US hit an all time record low of unemployment rate in April and May of 2023, 3.6% Arizona and a US 3.5%. The low rates can be attributed to the population in labor force growth. While this is great in Arizona, we are seeing growth, it is not unique to Arizona, 21 other states also recorded all time low and 7 states were within 4 percentage points of all time low.

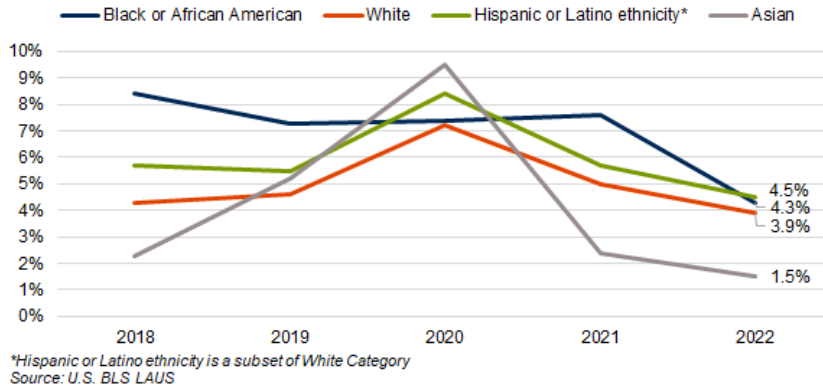
Unemployment Rate by Age Group: 2021 Seasonally adjusted



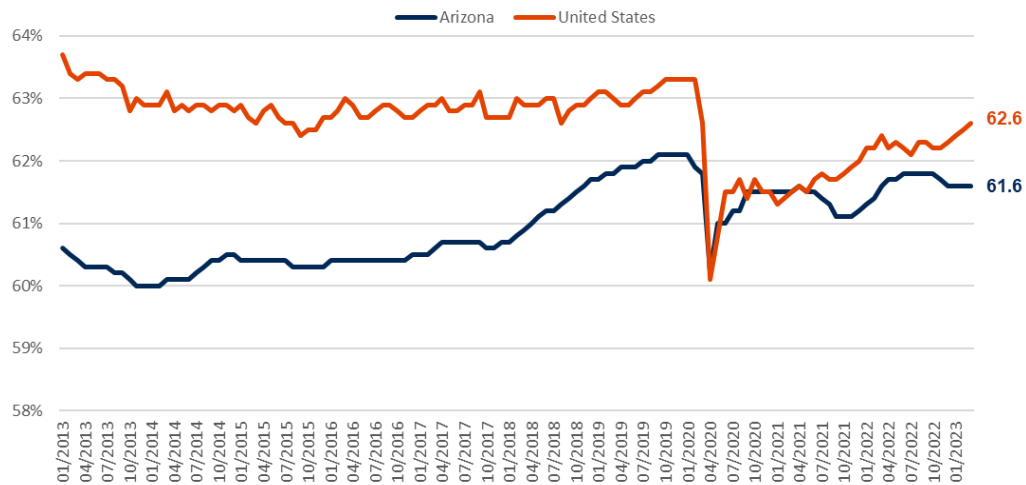
Source: U.S. Census Bureau, American Community Survey, 2021 5-Year Estimates, Table S2301; Office of Economic Opportunity

Trends to see what age groups need support getting employment. Individuals 16-19 years have higher unemployment rates, followed by 20-24, and it decreases overtime. However, this is historically common, younger age groups do have higher rates of unemployment due to the amount of work experience and skills that are needed.

Unemployment Rate by Race/Ethnicity: 2018-2022



Labor Force Participation Rate (LFPR): January 2013-March 2023

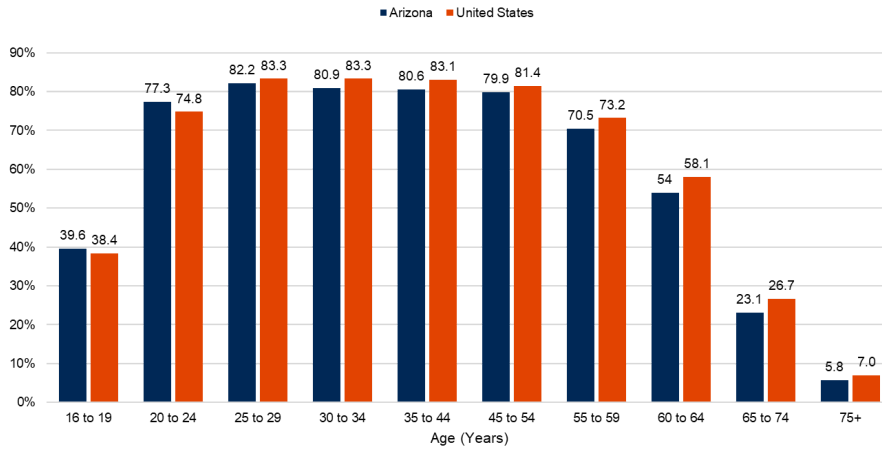


Highlights: From June 2013 through December 2019, the Arizona LFPR increased by 1.8 percentage points (60.3 to 62.1 percent). This change equated to an increase of over 411,013 individuals in the labor force (13.4%). The U.S. labor force grew by 5.7 percent over the same period. Arizona's LF hit its lowest point in April 2020; fully recovered in October 2020, In March 2023, Arizona's LF has grown 5.6% from its pre-pandemic high (January 2020).

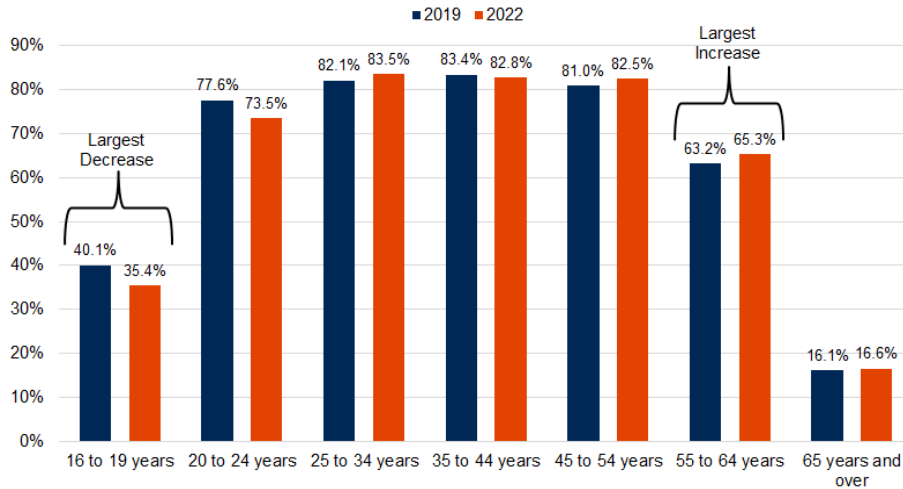
Labor Force Participation Rate by Age:

The LFPR is highest among 25-29 year olds regardless of geography, it was similar in both Arizona and across the United States.

Labor Force Participation Rate by Age: 2019 - 2022



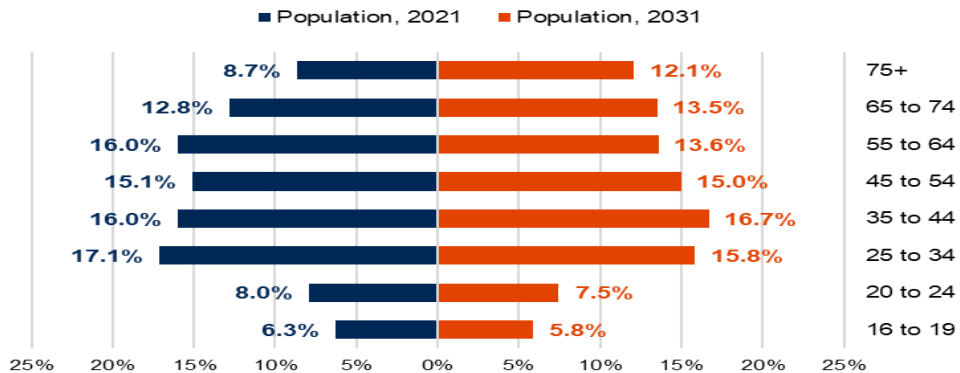
Source: U.S. Census Bureau, American Community Survey, 2021 5-Year Estimates, Table S2301, Office of Economic Opportunity



Source: U.S. BLS LAUS

This graph shows changes over time in 2019-2022 by age. The largest decrease overtime is 16-19 years old and the largest increase from 55-64 years old. This means that from 2019-2022, the LFPR decreased for the younger population but increased for the older population. This could be due to the pandemic, telework, retirement, etc. but may not only be due to that.

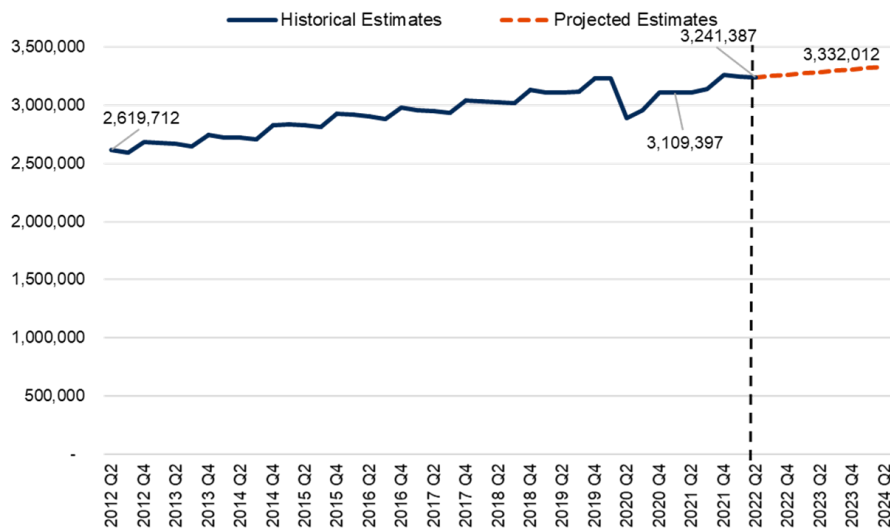
Arizona Population Pyramid: Percentage Total Labor Force, Population 2021 Population 2031



In addition to the short term change, we can look at the projected change over time. 16-19 year olds

in 2021 about 6.3% participated in the labor force, but it is projected 5.8% will participate in the labor force by 2031. Similarly this mirrors what we were seeing with the historic data, and anticipating a decline in younger populations and increase in older populations.

Projected Arizona Total Employment: Q2 2022-Q2 2024



Source: Arizona Office of Economic Opportunity
 NOTE: Q3 2022- Q2 2024 numbers reflect average quarterly projected growth

Highlights: Total employment is projected to grow by 90,625 jobs, or 1.4% annually, from Q2 2022 to Q2 2024. Anticipating similar growth in the long term.

Employment by Sector:

Super-Sector	Arizona			United States
	Average Employment (2019)	Average Employment (2023)	Percent Change (2019-2023)	Percent Change (2019-2023)
Total Nonfarm Employment	2,942,762	3,145,367	6.9%	6.9%
Construction	170,154	193,833	13.9%	10.5%
Financial Activities	227,931	252,167	10.6%	8.2%
Trade, Transportation & Utilities	544,392	601,667	10.5%	6.1%
Manufacturing	178,169	195,233	9.6%	0.6%
Private Education & Health Services	462,962	500,767	8.2%	3.2%
Professional & Business Services	447,754	474,867	6.1%	10.6%
Leisure & Hospitality	331,869	342,433	3.2%	9.6%
Natural Resources & Mining	13,285	13,633	2.6%	13.9%
Information	49,392	50,567	2.4%	0.7%
Other Services	94,392	95,100	0.7%	2.4%
Government	422,477	425,100	0.6%	2.6%

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

In-demand Industry and Occupation Considerations

Selections: These are statewide selections, each local area may vary. 7 industries selected as in-demand during the last selection process. All 4- and 5-star occupations within in-demand industries (about 246 occupants selected)

Data: Uses 2022 as a base year many times, and displays 2022-2024 projections. The Council used 2021-2023 data to make in-demand selections as those were the latest projections available at the time. Most recent data can be found on the [website](#).

In-demand Industries: Individuals employed

Industry Title	Employment Level (2022 Q1)	Employment Location Quotient (2022 Q1)	Historical Employment Annual Percent Change (2019 Q1 - 2022 Q1)	Projected Employment Numeric Change (2022-2024)	Projected Employment Annual Percent Change (2022-2024)
Construction	186,400	1.21	4.0%	2,880	0.7%
Finance and insurance	177,722	1.36	2.8%	-4,825	-1.4%
Health care and social assistance	404,176	0.96	1.5%	14,000	1.6%
Retail trade	346,410	1.07	2.1%	5,470	0.8%
Transportation and warehousing	136,835	1.02	10.2%	9,640	3.5%
Manufacturing	187,148	0.71	2.1%	13,300	3.4%
Information Technology	13,843	1.45	-11.9%	3,495	6.2%

* An employment location quotient (LQ) allows for wages within one industry to be compared across different geographic areas. An industry with an above-average employment LQ (where LQ>1.0) is an indication that an industry employs more people in the local area than in other regions.

These listed above are the 7 industries the Council selected as in-demand industries.

In-Demand Industries: Average Wages

NAICS Code	Industry Title	Average Weekly Wage (2022 Q1)	Wage Location Quotient* (2022 Q1)	Annual Wages Percent Change (2019 Q1 - 2022 Q1)
23	Construction	\$1,267	1.08	5.0%
52	Finance and insurance	\$2,203	0.71	7.4%
62	Health care and social assistance	\$1,146	1.17	3.8%
44	Retail trade	\$846	1.24	8.4%
48	Transportation and warehousing	\$967	0.97	-0.5%
31	Manufacturing	\$1,741	1.25	2.7%
59	Information Technology	\$2,338	0.93	3.8%

* A wage location quotient (LQ) allows for wages within one industry to be compared across different geographic areas. An industry with an above-average wage LQ (where LQ>1.0) is an indication that industry employees within the local area receive higher wages than employees working in the same industry elsewhere.

Shows data on wages, and the industries that are paying more sustainable wages. Within these industries there is great opportunity.

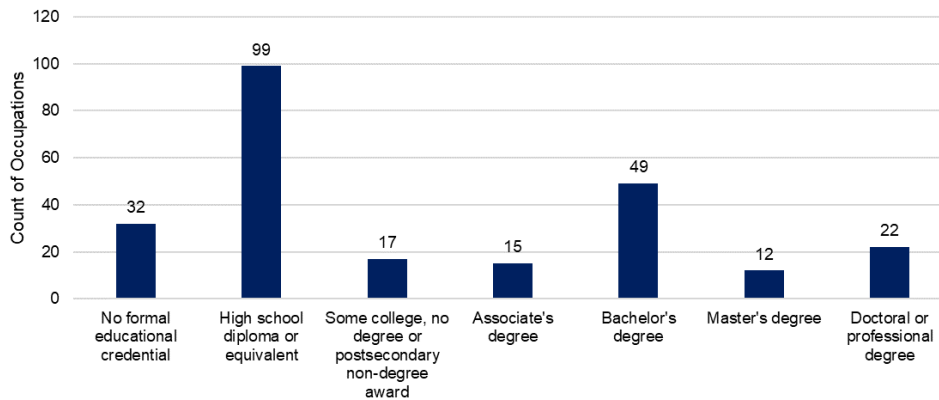
In-Demand Occupations: Overview

# of Occupations	246
Average Wage (Q1 2022)	\$67,952
Total Employment (Q1 2022)	1,877,588
Share of 2022 Total Employment	61%
Projected Growth Rate (2022-2024)	4.0%

A breakdown of all occupations can be found on the OEO [website](#)

Summary is shown above.

In-Demand Occupations: Minimum Educational Requirements



Occupational opportunities available at every education level for WIOA participants.

Performance Analysis and Next Steps: WIOA performance Data, Opportunities for the Workforce System

Increase Enrollment & Completion of Meaningful Training

WIOA Training Outcomes: Title I Program Exit Year 2021, Adult, Dislocated, & Youth

OVERVIEW					
Occupational Skill	Trainings Completed	Completion Rate	Employment Rate Q2 After Exit	Avg. Wages Q2 After Exit	Employment Rate Q4 After Exist
At least one training	3,462	78.7%	79.5%	\$9,834	72.2%
No training	-	-	66.7%	\$7,299	60.6%

WIOA Training Outcomes: Training Programs Utilized for program Exiters between Q1 2018 and Q2 2021

	Number of In-Demand Programs*	Total Number of Programs	Percent of Programs in In-Demand Occupations	In-Demand Trainings Exiters*	Total Exiters	Percent of Exiters from In-Demand Trainings
Arizona	624	750	83%	6,498	7,712	84%

In general, at least one training was associated with higher employment metrics across the board, More information on WIOA Title I training results can be found [HERE](#)

Increase Enrollment & Completion of Mean

OVERVIEW					
Occupational Skill	Trainings Completed	Completion Rate	Employment Rate Q2 After Exit	Avg. Wages Q2 After Exit	Employment Rate Q4 After Exit
At least one training	3,462	78.7%	79.5%	\$9,834	72.2%
No training	-	-	66.7%	\$7,299	60.6%

- **Highest Number of Participants:**
Transportation and Material Moving (1,066)
- **Highest Employment Rate, 2nd Quarter After Exit:**
Construction and Extraction (82.1%)
- **Highest Average Wages 2nd Quarter After Exit:**
Protective Services (\$14,087)
- **Highest Employment 4th Quarter After Exit:**
Construction and Extraction (94.8%)

In general, at least one training was associated with higher employment metrics across the board.

Collaboration of Initiatives Across the State: Overlap between STate Council 2024 Industry selections, 2020 Local industry selections

NAICS Title	City of Phoenix	Coconino	Maricopa	Mohave and La Paz	Nineteen Tribal Nations	NEAZ	Pima County	Pinal County	Santa Cruz	SEAZ	Yavapai	Yuma	Total Overlap Between State 2024 Selections and 2020 Local Selections
Construction		x	x	x	x	x	x	x			x	x	9
Manufacturing	x	x	x	x			x	x		x	x	x	9
Retail Trade	x			x						x	x		4
Transportation and Warehousing	x		x	x			x	x	x		x	x	8
Finance and Insurance	x		x			x	x	x	x				7
Health Care and Social Assistance	x	x	x	x	x	x	x	x	x	x	x	x	12
Information Technology	x	x	x	x	x	x	x	x	x	x	x	x	12
Total Overlap Between State 2024 Selections and 2020 Local Selections	6	4	6	6	3	4	6	6	4	4	7	5	

Created Targeted Programming to Support Specific Objectives, can look at the data to collaborate to move forward initiatives as a state. This data will look different a year from now when local boards select their industries. This will bring a lot of opportunities to collaborate.

Example: BUILDITAZ Apprenticeship Program, that will support the construction industry.

Final Remarks:

Arizona’s population is talented but aging. Arizona is seeing net positive migration to the state at all education levels.

Our unemployment rate has recently trended to be low like many states in the US, but our industry makeup is unique so we may need unique solutions and strategies to help provide ideal job seeker and employer matching.

There are a lot of different mechanisms and tools for Arizona to help our population find employment opportunities and for employers to find talented workers.

For more information on Arizona’s economic and workforce trends, please see the State 4-Year Workforce Plan and/or contact our team for more information.

Questions/Comments:

Debra Margraf: On the numbers where you showed the population from 2024, do you have it broken down by male vs female? Or other diverse numbers?

Rachael Tashbook: Sometimes we try to have backup slides for questions like these, however I do not have it ready for today,, but it is something that we can look at.

Vice Chair John Walters: Question on participation rate, is there anything on the Council side that we can do to help drive the participation rate? Historically one of the things that childhood is a big reason why people don't participate, is there anything else we can think of to drive that number up?
 Rachael Tashbook: I think there are probably a lot of different things that this board could think of. However, definitely child care is something we can look at, OEO LMI team looks at the trainings from WIOA programs as a mechanism to try to help people get into sustainable employment and not just jobs that exist now, but we look at the projections when trying to help this board pick in-demand opportunities, and supporting people get into jobs that are sustainable. That would be a great discussion for this board to tackle different avenues that may be discussed.

Chairman Gaspers: appreciates Rachael's time and the chart on collaborations on where the council can dive into where there are synergies. Chairman Gaspers gives thanks and is grateful for Council member Sandra Watson and her team at Arizona Commerce Authority (ACA) for their efforts and contributions for the net positive migration to Arizona. As we are trying to be responsive to our teams as employers and ensuring we are compensating our teams properly, is that something you are unaware of where companies hitting market rate, where they could reach out to the website or to your team to try and assess where they are to ensure they are compensating their team fairly?

Rachael Tashbook: We do have that information on our website, we provide the wage percentiles for all the tracked occupations that are standardized in the country. But the LMI team also works with the Department of Economic Security (DES) and local service provider teams to provide training to them, so that if an employer reaches out to local one stop operator, they should be able to help them gather that information.

9. State Plan Update- Sara Agostinho, DES

Sara Agostinho with DES shares the State Plan Update and Timeline.

WIOA State Plan Development Timeline		A PROUD PARTNER OF ARIZONA WORK <small>A proud partner of the ARIZONA Commerce Authority network</small>
<i>Strategic Planning Elements</i>		
Activity	Objective(s)	Timeframe
WIOA State Plan Stakeholder Survey	<ul style="list-style-type: none"> Collect input on state vision, mission, goals, and strategies Identify stakeholder engagement opportunities 	May – June 2023
Economic, Workforce, & Workforce Development Activities Analysis	<ul style="list-style-type: none"> Assessment of economic and labor market information to inform state strategies responsive to changes in labor market, economic conditions, and state workforce development performance 	July 2023
Stakeholder Engagement Workshop & Data Review Sessions	<ul style="list-style-type: none"> Identify strengths and weaknesses of the state's workforce development activities Refine statewide vision, mission, and goals for developing the workforce and meeting employer needs 	Aug. – Oct. 2023
Goal & Strategy Development Workgroups	<ul style="list-style-type: none"> Finalize state plan plans, strategies, and expected levels of performance Prepare information session updates to share with stakeholder groups 	Nov. -Dec. 2023

The WIOA State Plan is the opportunity for the state to submit a 4 year strategy around workforce development for Arizona. It is meant to leverage the Governor's vision for state plan, the Workforce Arizona Council's vision and priorities, along with being responsive to the local areas.

Projecting WIOA State Plan to be due to the DOL by March 2024 or April 2024. We have begun some efforts to connect with our workforce ecosystem to offer voice and input for future direction. There are 2 buckets, one is the strategic planning element, and using data to design vision and goals and strategies as a state and there operational planning component and how the 4 core title partners collaborate and coordinate on activities to ensure we executive the goals put in place. In May 2023, there was a stakeholder survey released to offer feedback in reaction to the adoption of the Workforce Arizona Council mission and vision statement into the state plan, and the opportunity to react to the current state plan goals that are written into the State Plan, and offer strategies. Recently, there was a workshop opportunity for additional stakeholders to come to the

table and learn about data insights that were collected and have the opportunity to explore different vision and mission statement proposals alongside the current WAC mission and vision statements. The analysis that Rachael Tashbook and her team completed will serve as a crucial and critical component of our strategic planning portion of the State plan; it will also be the foundation for future data review sessions. This past week and moving forward, there will be several mission and vision statement discussions to refine and finalize for the state plan. Anticipated by the end of September, the collective feedback for mission and vision will be posted for public comment in review to catch any voice that may have not been able to participate to offer any feedback that is needed. In November - December it will move into planning, strategies and expected levels of performance and prepare information session updates with stakeholder groups.

Questions:

Chairman Gaspers: If I am a council member and I haven't participated yet, how can I get a hold of you to give my input on the State Plan?

Sara Agostinho: We have our last session for vision and mission with Tribal Stakeholders, and once we complete that session we will be taking all the information received and submitting for public review for vision and mission. This will give an opportunity to take a look and send any feedback. For data review sessions, the council will be invited as well as other stakeholders, which will give a great opportunity to interact with local workforce development boards, service providers and others who have been part of this process and really integral and share their voice and perspective, especially from the ground level of their work.

10. DES Reorganization- Anna Hunter, DES

Anna Hunter, Director of Department of Economic Security (DES), Anna leads the division of Employment and Rehabilitation Services with DES. Within this division they hold responsibility for over 26 state and federal employment programs, including rehabilitation programs and vocational programs, unemployment insurance benefits and tax, and a whole host of activities associated with helping people get back to work. Last 7 years the programs have been organized to provide support to employers specifically and job seekers specifically.

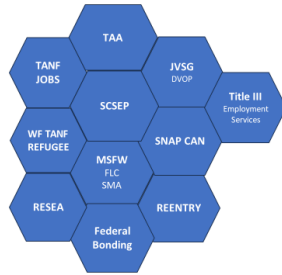
Previously there was the Employer Engagement Administration.

Employer Engagement Administration
(Current)



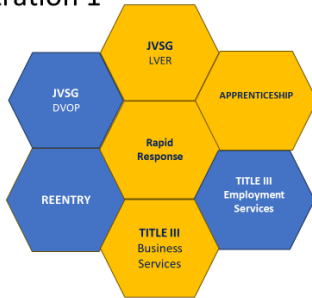
This was created about 7 years ago, and has an incredible team that has established relationships and processes that support our employer clients and our job seeker clients within title III.

Workforce Development Administration
(Current)



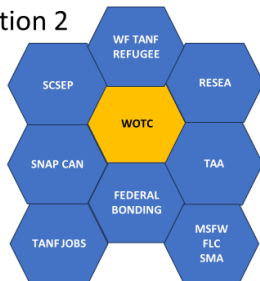
Previously there was an administration called workforce development administration, which was identified as the job seeker specific programs and supported job seekers. Providing great customer service, but under the previous organizational structure, there was a struggle to work together to support employers and job seekers. There will be 2 different administrations:

Administration 1



This will house all of our Title III services, including job seeker employment services, and businesses services portions of title III, this will allow them to work together. And on teams that will be dedicated at the local level to really understand the needs and meet the needs. Jobs for Veterans State Grant (JVSG) teams will be combined in this administration as well. Bringing these teams together to better serve veterans with barriers to employment. This will house registered apprenticeship, rapid response team, and re-entry team which provides prison and community base for second chance employers across the state.

Administration 2



This administration will house the additional programs that will provide different opportunities within the division that are outside title III and programs that work closely with the local level, and outside of JVSG programs. This includes, temporary assistance for needy families and the jobs program, including those associated with refugee population program, the senior community employment program, and SNAP, federal bonding, and one addition was work opportunity tax credit, RESEA for unemployment insurance clients, the trade adjustment team and migrant seasonal farm worker teams.

Acronyms

- FLC – Foreign Labor Certification
- JVSG – Jobs for Veterans State Grant
 - LVER – Local Veterans Employment Representative
 - DVOP – Disabled Veterans Outreach Program
- MSFW – Migrant and Seasonal Farm Workers
- RESEA – Reemployment Services and Eligibility Assessment
- SCSEP – Senior Community Service Employment Program
- SMA – State Monitor Advocate
- SNAP CAN – Supplemental Nutrition Assistance Program Career Advancement Network
- TAA – Trade Adjustment Assistance
- TANF JOBS – Temporary Assistance to Needy Families Jobs Program
- Title III – Employment Services/Business Services
- WF TANF REFUGEE – Wilson Fish Temporary Assistance to Needy Families Refugee
- WOTC – Work Opportunity Tax Credit

Questions/Comments:

Second Vice Chair Audrey Bohanan: loves the new structure and how DES is wrapping the teams around the services that each administration is providing, do you have the tools and technology in this new age to allow the teams to be as effective as you want them to be and how can we continue to give the smart technology to engage with employers and community that are attached to digital tools?

Anna Hunter: DES has a vision for integrated employment services. Across 26 programs have 4 main frames which manage much of the work that is done on very old technology. The department has made a commitment to modernizing technology and is moving forward with unemployment insurance benefits and modernization first. A vendor has been procured, and the project was kicked off in January 2023, currently on schedule and on budget for implementation for October 2024 for a software as a service solution that will include a portal. Allowing contact to the department of economic security unemployment insurance benefit from your phone. This will allow great opportunity to serve more populations. Recently, DES has launched a new program to modernize vocational rehabilitation and rehabilitation services administration technology. Kicked off in January 2023, and will also launch in October in 2024 for both clients and providers. Currently, both of these programs have 0 online services, the communication is now only being done with US Postal services or the telephone. Our teams across ARIZONA@WORK are doing their best with the technology that we have, but doing our best to advocate for better systems with better technology.

Dennis Anthony: Arizona is a SAC state and gives great opportunity to run the apprenticeship programs with good leadership. The reorganization is going to be great and is exciting, however, we are out of compliance with Department of Labor regulations for 25 years because we do not have a state apprenticeship plan. One thing Dennis would like to see is to get a State apprenticeship plan submitted to DOL, and that starts at DES and goes to final approval to state apprenticeship council and then can be submitted. Dennis would appreciate working with Joanne Bueno to get this started.

Anna Hunter: Very aware of the current status, and currently reviewed the rules package to be submitted, that will allow getting back in compliance with DOL. Understands the concerns and moving quickly to get that done and completed.

Chairman Gaspers: Please make sure that is completed or updated by Q4 meeting.

Chairman Gaspers: How do you see and what is the communication with local areas and how is the balance of work going to happen? What is the support? What are the real expectations?

Anna Hunter: We have been communicating at local area leadership meetings, and have spoken to 5 executive directors and will continue to make contact with the others, to help them understand the vision for the reorganization and allowing questions and concerns.

Chairman Gaspers: How are we making sure we are focused on each of the responsibilities for various groups?

Anna Hunter: This reorganization will allow us to do that better. Allowing to work collaboratively to serve each population effectively. This reorganization will allow single points of contact and allow more clarity coming from local areas regarding how we can serve those distinct groups better.

Chairman Gaspers: Being on the council for a few years and moving from WIA to WIOA was to engage more of a business focus and why? To open up those opportunities are to work with training providers to get people to great jobs that are available. Not sure if we have realized that as a nation, in terms of the intent of WIOA. Why is that? Is it because the law didn't work? This doesn't exist without the hard work of people who are attached to the specific systems. The challenge is with the reorganization and partnerships and support of this council, can we be a leader for the country in our intent of WIOA, the relationships between businesses and what they need with what is actually available, and clear transparency of what is actually possible. What can we really achieve? Do the businesses know exactly who to call in the workforce system? Being able to sit on the Arizona Chamber of Commerce state chair, challenges those members to say this is the system you have, are you using it? By the retreat in November give information on the person who knows the training requirements best in the entire company. And we will match that up. The challenge with his state board, give us a person beyond HR who is doing the work of training on the ground and comes as a system and allowing the state board to respond and we must execute on that. We have a big opportunity and let's make it happen.

11. Rapid Response Update- Tom Colombo, DES

Tom Colombo, Deputy Assistant Director for the Division of Employment of Rehabilitation Services in the Department of Economic Security.

1st Year Rapid Response DW Budget **PY20/FY21**; 2nd/3rd Year Statewide Activities

\$9.998 M Total State RR DW Funding

- As of August 21st, 2023, 93.5% has been expended from the grant. By September 30th, 2023, the grant will be fully expended on the following activities:

Activity	Amount
OEO ISA	\$ 4,000,000
OEO Amendment	\$ 710,000
DES Re-Entry Team	\$ 1,372,000
DES Business Services Team	\$ 1,328,000
Arizona Job Connection	\$ 830,000
Workflow Mangement Solution	\$ 1,150,000
State Rapid Response Program Operations	\$ 384,860
Indirect Costs	\$ 223,000
Total Expenses	\$ 9,997,860

WIOA funds are allocated to the state and we have a 3 year lifespan, this is the 3rd year and need to ensure they are accounted for and spent or they will return to the DOL. All these funds will be expended by September 30th and no funds will be given back to DOL.

The first two items are the work that was done between DES and OEO, council initiatives, the amendment, the convening. DES Re-entry team and Business services team, did some expenditure correction which freed up future funding that was applied to these funds. Arizona Job Connections is the automated system for reporting data and making job connections for job seekers and employers. DES does not charge local areas, rather would find other funding to make it less impactful for the local areas. The Workflow management solution is a project used to identify the automated system and how DES manage tasks vs. caseloads as part of the modernization efforts for Arizona. State Rapid Response program operations, those funds will be charged to internal DES operations. Indirect costs which are within the department.

PY21/FY22 LWDA Reverted Funds Project

PY21/FY22 LWDA Reverted Funds Projection ¹						
Funding Stream		Youth	Adult	Dislocated Worker	DW to Adult	Grand Total
LWDA	Status	Total	Total	Total	Total	PY21/FY22 Grand Total
Cochise	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
Coconino	Received Extension	\$ 125,249	\$ 17,985	\$ 242,262	\$ -	\$ 385,496
Pinal		\$ 24,523	\$ 6,362	\$ -	\$ -	\$ 30,885
Maricopa	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
Mohave	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
NEAZ		\$ 37,246	\$ -	\$ -	\$ -	\$ 37,246
Phoenix, City of	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
Pima	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
Santa Cruz	Received Extension	\$ 60,267	\$ 209,702	\$ 131,598	\$ -	\$ 401,567
Yavapai		\$ 122,153	\$ -	\$ 22,672	\$ -	\$ 144,825
Yuma	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
County / City Subtotal		\$ 369,438	\$ 234,049	\$ 396,532	\$ -	\$ 1,000,019
Cocopah Indian Tribe		\$ -	\$ -	\$ -	\$ 586	\$ 586
Colorado River Indian Tribes		\$ 87,460	\$ 72,645	\$ -	\$ 11,650	\$ 171,755
Gila River Indian Community		\$ 156,788	\$ 189,972	\$ -	\$ 55,331	\$ 402,091
GRIC - NTN	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
Hopi Tribe		\$ 111,237	\$ 93,344	\$ -	\$ 35,003	\$ 239,584
Hualapai Tribe		\$ 71,331	\$ 67,218	\$ -	\$ 6,105	\$ 144,654
Fort Mojave		\$ 428	\$ 18,864	\$ -	\$ 3,098	\$ 22,390
Pascua Yaqui Tribe		\$ 136,603	\$ 118,548	\$ -	\$ 21,389	\$ 276,540
Quechan Indian Tribe		\$ 68,309	\$ 26,206	\$ -	\$ 8,194	\$ 102,709
Salt River PMIC		\$ 2,220	\$ 3,307	\$ -	\$ 9,071	\$ 14,598
Salt River NTN	Fully Expended	\$ -	\$ -	\$ -	\$ -	\$ -
San Carlos Apache Tribe		\$ -	\$ -	\$ -	\$ -	\$ -
Tohono O'odham Nation		\$ 241,915	\$ 278,519	\$ -	\$ 90,612	\$ 611,046
White Mountain Apache Tribe	Received Extension	\$ 106,633	\$ 25,913	\$ -	\$ 16,313	\$ 148,859
Yavapai-Apache Nation	Received Extension	\$ 52,776	\$ 30,121	\$ -	\$ 1,705	\$ 84,602
Tribal Subtotal		\$ 1,035,700	\$ 924,657	\$ -	\$ 259,057	\$ 2,219,414
Grand Total		\$ 1,405,138	\$ 1,158,706	\$ 396,532	\$ 259,057	\$ 3,219,433

1. Projections are subject to change as actual expenditures are realized.

Received request from OEO with a question about funds being reverted from local areas, you can see the change in the program year. These are the funds in their 3rd year, and have not been expended yet, and we have to figure out how to best utilize these funds. The full amount is 3.2 million and it is broken up by counties, City of Phx, and the lower section is the tribes. About 1 million is coming back total from county and city local areas and 2.2 million is made up from tribes that are being returned this year. DES will know the exact amount when final reports are submitted.

First year Rapid Response DW Budget PY23/FY 24
7.539M Total State 1st year RR DW Funding

Activity	Amount
Rapid Response Event Reimbursement	\$ 1,200,000
Rapid Response / Work-Based Learning (Base Allocation)	\$ 1,425,000
Work-Based Learning (Additional Allocation) ¹	\$ 2,400,000
Mobile Training Units	\$ 1,369,136
Rapid Response Communication & Outreach	\$ 1,543,000
State Rapid Response Program Operations	\$ 500,000
Total Expenses for Planned Activities	\$ 8,437,136

1. Work-Based Learning (Additional Allocation) totals \$2.4 M. Approximately \$1.5 M will be funded with 1st year PY23/FY24 RR DW Funding. The remaining \$900 K in Work-Based Learning funding that is available to the Local Areas will be funded as a 2nd/3rd Year Statewide Activity.

These are the first year funds for the current allocation that have been received in Arizona. The information on this slide discusses the Rapid Response amount and the work based learning amounts that are made available for the local areas. The Base allocation are the amounts that have already been put in contracts for the Local Areas and it is available to them as needed. Line 1 and Line 3, rapid response event reimbursement and work based learning allocation, such as incumbent worker training and those amounts are available to local areas for rapid response events, lay off, closures, fires, etc. funding is given to support those instances.

Working to have a methodology to have the funds able to go out and be available to the local areas without a stressful process. Hoping to provide coordination of services to the best degree possible.

Mobile Training units, that provide onsite services and support along with computer accessibility for individuals to provide opportunities for local areas and in some of those rural areas. These units will allow more accessibility and opportunity, which is the goal of these units.
Rapid Response communication and outreach- working to put together tool kits.
State wide rapid response program operations- the staffing at the state level we have to run the state wide rapid response program in coordination with local areas.
All totals to 8.4 million.

State Rapid Response Q2 2023 Program Updates

State Rapid Response (RR) Program Team

Expanded the State Rapid Response Program and built State RR Program team

- RR Program Team fully staffed - all positions filled as of March 2023
- 1- State RR Coordinator, 4- RR Project Managers 1 -Northern (Flagstaff), 1 -Southern (Tucson) 2 - Central (Phoenix)
- Increased staffing enables the program to provide resources & expertise statewide for strategic service delivery.
- New staffing model allows for statewide outreach and regional approach to Rapid Response & Layoff Aversion activities.

State RR Program Development - Rapid Response and Layoff Aversion

The RR Program developed and expanded its plan for strategic Rapid Response and Layoff Aversion activities.

- Developed RR Program plans and processes to better respond regionally and serve statewide.
- Developed WBL Program with expanded statewide support and resources.

Rapid Response DW Funding Statewide

The RR Program developed RR DW Funding methods for statewide Rapid Response and Layoff Aversion (WBL) Activity for PY23:

RR Event Reimbursement Funding for PY23:

- \$1.2 M of State reserved RR DW funds are set aside for local areas to receive timely reimbursement of Rapid Response event and activity expenses.
- RR Event Reimbursement process was developed and posted to the DES website as an Exhibit.
- Easy online submission form and template was created and shared.

Work-Based Learning (WBL) Funding for PY23:

- WBL Funding - Base Allocation
 - \$1.425 M Base Funding has been allocated to every Local Area for PY23 WBL
 - Funding added to Local Area IGAs
- WBL Funding - Additional Funding
 - \$2.4 M additional WBL funds available to the Local Areas for PY23 WBL.
 - Local Areas can apply for additional funding for expansion & development of WBL programs.
 - Easy online submission form and template was created and shared.

Questions/Comments:

Chairman Gaspers: Quotes, 20 CFR.628.300, states what is Rapid Response? To plan for and respond to as quickly as possible following an event. If we are going to move on to a new system, 20-30 days is not as quickly as possible, please local areas let me know if it is not working.

Chairman Gaspers: shares concerned about mobile units, and understands that it can work, but it won't just happen by accident. So that measure of transparency to availability and the process to which one can access it, is going to be critical. And again, please tell me if it's not working. Let's see if we can make it work, but if it's not we need to recognize that and move on.

Tom Colombo: In response to the first statement, agrees that 20-30 days on the DES process was the way it was written in contractual language. It was what DES needed to follow to ensure that DES was in compliance, but this new alert process will allow 24-48 hours from when the request is received, meaning money into the account for the local area. And welcomes feedback to ensure effectiveness. In relation to mobile units, the goal is to have one stationed in Flagstaff and one in Phoenix, but may relocate to Tucson. These mobile units will be in the most effective areas to serve those areas. Another initiative being done is looking at technology and coordination with the development of these 2 mobile units, and using satellite technology to have the best connectivity. Please allow all the feedback.

12. 2024 Workforce Arizona Council Meeting Dates

Erin Gallagher shares the upcoming 2024 Executive Committee meeting dates and the Full Council dates. Please reach out to Erin Gallagher, if you need to be added to the meeting invites and you do not have these on your calendar as a hold.

Executive Committee

- a. Q1 February 15, 2024
- b. Q2 May 23, 2024
- c. Q3 August 15, 2024
- d. Q4 November 14, 2024

Full Council

- o Q1 February 22, 2024
- o Q2 May 30, 2024
- o Q3 August 22, 2024
- o Q4 November 21, 2024

13. Workforce Arizona Council Member Roundtable Discussion

Chairman Gaspers opens the floor for council members to speak regarding roundtable discussion, and calls on Council member, Scott Holman with TSMC.

Chairman Gaspers: With all the news and attention around semiconductors, is there anything that the council should know?

Scott Holman: We are still hiring, which is a good thing. From a council perspective I liked all the things regarding collaboration, specifically, as an organization, especially with limited workforce development, and wanting to participate and how we can collaborate more together. How can we work more closely with and who do we contact? And making those connections stronger, and continuing to build like crazy, and over 12,000 construction workers and 2200 inside and internal hire. TSMC is growing and the discussions today were very critical.

Michelle Bolton: Intel shared a recent announcement that they are accelerating the project out in Chandler, and hiring as well on all levels from engineering to technicians.

Chairman Gaspers calls on Shawn Hutchinson, Debra Margraf, and Dennis Anthony to speak on behalf of all the construction that is being mentioned.

Shawn Hutchinsin: Looking forward to continuing to grow the apprentices and the program, we are the largest electrical program in the state and with more employers and more projects coming to Arizona, that are looking to hire more and more apprentices. Intel and TSMC have about half of our program working at your facilities. We continue to look for ways to modify and fit the employer's training needs. We want to keep the Arizona economy thriving and in the place it needs to be.

Debra Margraf: Comments on the need for work-life balance for the apprentices. Having construction workers work 7 days a week 10 hours a day. Construction used to take 2 years to build something and now it's wanted in 9 months... The timeline has shortened. And wishes the customer would look at the studies that have been done, when pushing all individuals to overtime. Safety is also a concern for the apprentices and the work-life balance there will be breaking points. We have to be able to look at those things and as customers please look at those as well.

Dennis Anthony: Very proud of the work that has been done. When looking at the numbers 7-8 years ago, DOL gave target numbers, and now Arizona is surpassing those numbers with diversity, gender hiring, and veteran hiring, and Arizona is leading the nation. All the apprenticeship programs in the state are doing it. In 2019, APS had #1st place and #5th place lineman apprentice across the country at the International Lineman Rodeo, SRP had #2 place and #7th place, IBEW Local 769 had the #27th place overall at the International Lineman Rodeo out of 321 competing. Arizona had 4 of the top 10 at the International Lineman Rodeo.

14. Adjournment

Dennis Anthony motions to adjourn the meeting. Debra Margraf seconds the motion. The motion passes. Meeting is adjourned at 3:05pm.

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Executive Committee and to the general public that the Committee will hold a meeting, open to the public, on Thursday, September 7th at **1:00pm**, via Zoom. For more information, please call (480) 798-4809.*

Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Committee members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 100 N. 7th Avenue, Suite 400, Phoenix, AZ 85007.

Under A.R.S. § 38-431.03(A)(3), the Committee may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.

At its discretion, the Committee may consider and act upon any agenda item out of order. Members of the Committee may appear by telephone.