



Workforce Arizona Council

ANNUAL REPORT

Program Year 2022 (July 2022 - June 2023)

ARIZONA @ WORK™

Innovative Workforce Solutions

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December 1, 2023

The Honorable Katie Hobbs, Governor, State of Arizona
The Honorable Warren Petersen, Senate President, Arizona State Senate
The Honorable Ben Toma, Speaker, Arizona House of Representatives
Richard Stavneak, Director, Joint Legislative Budget Committee

1700 West Washington Street
Phoenix, AZ 85007

Dear Governor Hobbs, President Petersen, Speaker Toma and Director Stavneak:

Pursuant to A.R.S. §41-5401(C), we are pleased to submit the Program Year (PY) 2022 Workforce Arizona Council Annual Report due December 1st of each year.

Sincerely,

Carlos Contreras

Carlos Contreras
CEO
Office of Economic Opportunity

Mark Gaspers

Mark Gaspers
Chair
Workforce Arizona Council

Annual Report Overview

WORKFORCE ARIZONA COUNCIL

The Workforce Arizona Council (referred to as "the Council") is proud to present its report on the accomplishments for Program Year 2022. Throughout the year, ARIZONA@WORK, the state's dynamic workforce development system, extended its support to **89,559 job seekers**, playing a pivotal role in aligning their skills with the demands of emerging opportunities from local enterprises. Our profound satisfaction stems from the exceptional strides taken across all twelve Local Workforce Development Boards spread across the state. The Council stands as the cornerstone of Arizona's workforce development efforts, mandated by the Workforce Innovation and Opportunity Act (WIOA). Comprising visionary individuals who represent the realms of private enterprise, labor, community-based organizations, state legislature, local governance, and state agencies, the Council shoulders the responsibility of translating the Governor's strategic vision into a vibrant and efficient workforce ecosystem.



VISION

The Workforce Arizona Council's vision is to create a future where every Arizonan has the opportunity to reach their full potential through access to meaningful employment while meeting employer needs, by driving the economic growth and prosperity of our communities.



MISSION

The mission of the Workforce Arizona Council is to develop and support an inclusive and equitable workforce system that connects business, education, and job seekers that results in a healthy economy in Arizona.

The Council is staffed by the Office of Economic Opportunity (OEO), comprised of experts in workforce development, labor market dynamics, and state demographics. Collaboratively, the OEO works in partnership with the Department of Economic Security and the Department of Education. Their combined efforts aim to enhance the presence of proficient workers throughout the state, achieved by fostering meaningful linkages between industry stakeholders, workforce entities, and educational partners.

WORKFORCE ARIZONA COUNCIL MEMBERS

Alexander Horvath, Tucson Medical Center
Angie Rodgers, Department of Economic Security, Titles I & III
Audrey Bohanan, Second Vice Chair, Adelante Healthcare
Beverly Wilson, Department of Education, Title II
Bill Gates, Maricopa County Board of Supervisors
Bobbi D. McCormack, CP North
Brian Rice, Honor Health
Daniel Witt, Lucid
Danny Seiden, Arizona Chamber of Commerce & Industry
David Martin, Arizona General Contractors
Debra Margraf, National Electrical Contractors Association
Dennis Anthony, Arizona Public Service
Gregory Anderson, Summit Healthcare Services
Jackie Elliott, Ed.D., Central Arizona College
John Walters, Vice Chair, Comparison Insurance Agency
Justin Wilmeth, Arizona House of Representatives, District 15

Karla Moran, Salt River Project
Katie Hobbs, Governor, State of Arizona
Kristen Mackey, Department of Economic Security, Title IV
Larry Hofer, Cox Communications
Mark Gaspers, Chair, Boeing
Michelle Bolton, Intel
Randall Garrison, FenTek Industries
Sandra Watson, Arizona Commerce Authority
Scott Holman, Taiwan Semiconductor Manufacturing Company
Shawn Hutchinson, Phoenix Electrical JATC
Sine Kerr, Arizona Senate, District 13
Stephen Richer, Maricopa County
Thomas Winkel, Arizona Coalition for Military Families
Todd Graver, Freeport-McMoRan
Willard James, Centene

WORKFORCE ARIZONA COUNCIL STAFF

Stacey Faulkner
Workforce Administrator

Kennedy Riley
Workforce Performance Manager

Erin Gallagher
Council Project Manager

Andrew Ridley
Workforce Program Manager

Oleg Shvets
Workforce Project Manager

Robert Garcia
Business Strategy Consultant

Krista McGarvey
Business Strategy Consultant

ARIZONA@WORK

ARIZONA@WORK, the dynamic workforce system of Arizona, stands as a collaborative venture blending public service, private businesses, and job-seekers. It is orchestrated through state agencies, a network of twelve local regions which are all aligned to deliver comprehensive workforce development services to both individuals and businesses. This intricate web of programs serves as a conduit, widening pathways to employment, education, training, and crucial support services. It particularly empowers individuals overcoming barriers to employment, opening doors to opportunities that pave their way to success within the labor market. Simultaneously, this robust system meets the demands of Arizona's employers, furnishing them with the skilled workforce required to excel in the global economy.

LOCAL WORKFORCE DEVELOPMENT AREAS

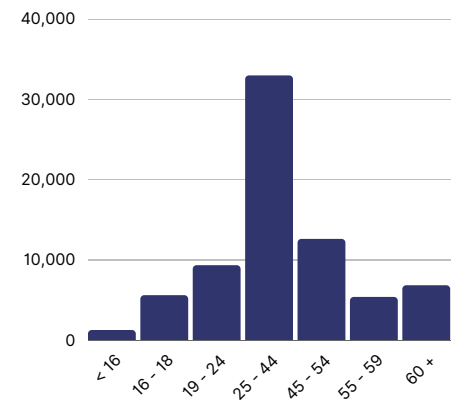
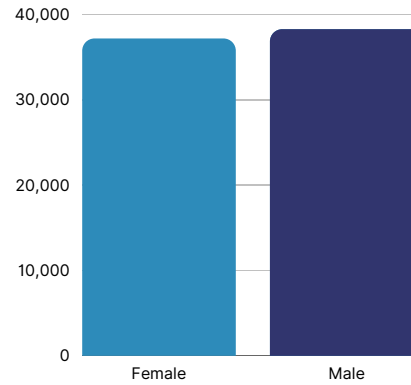
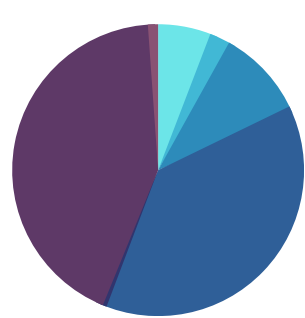
- **City of Phoenix**
- **Mohave/La Paz Counties**
- **Pima County**
- **Southeastern Arizona**
- **Coconino County**
- **Nineteen Tribal Nations**
- **Pinal County**
- **Yavapai County**
- **Maricopa County**
- **Northeastern Arizona**
- **Santa Cruz County**
- **Yuma County**

The Council produces this report, pursuant to A.R.S. §41-5401, for the state's workforce development programs under the Workforce Innovation and Opportunity Act (WIOA), highlighting performance attained in the Four Core Programs by the following Title Partners:

- Title I: Workforce Development Activities – Adult, Dislocated Worker and Youth Programs (12 Local Workforce Areas)
- Title II: Adult Education and Literacy Act Program (Department of Education)
- Title III: Wagner-Peyser Employment Services Program (Department of Economic Security)
- Title IV: Vocational Rehabilitation Program (Department of Economic Security)

EXECUTIVE SUMMARY

DEMOGRAPHICS



89,559

Total Participants Served



88,429

Total Participants Received Career & Training Services



\$110,132,974

Total Money Spent on Career & Training Services



130,538

Barriers to Employment Identified



81%

Businesses Satisfied with Services Received



1,815

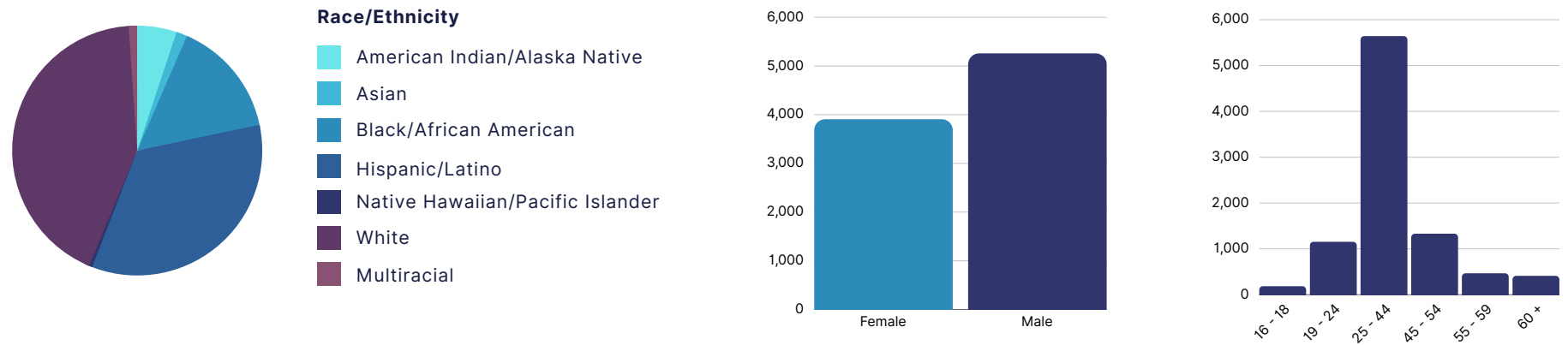
Credentials Earned

WIOA Program Performance

TITLE I: ADULT PROGRAM

The Adult Program prioritizes service for veterans, public assistance recipients, low-income individuals, and those with basic skills deficiencies. In the program year, the program successfully served **14,051** participants, with **4,860** individuals completing training services.

DEMOGRAPHICS



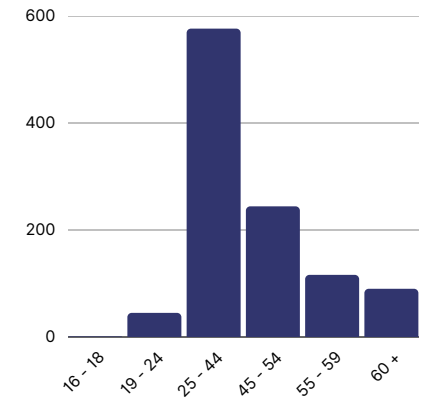
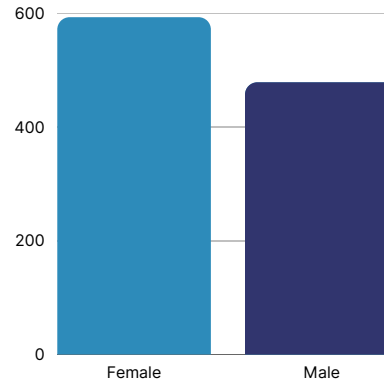
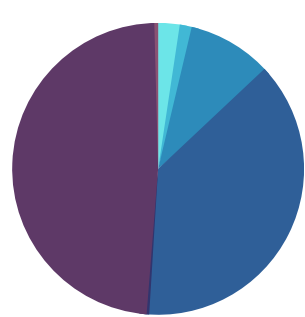
PERFORMANCE INDICATORS



TITLE I: DISLOCATED WORKER PROGRAM

The Dislocated Worker Program offers support to individuals who have experienced job termination, layoffs, or received notices of employment termination, typically resulting from closures or downsizing. During the program year, the program assisted **1,595** individuals, with **523** individuals completing training services.

DEMOGRAPHICS



PERFORMANCE INDICATORS



76%

Employment Q2

71%

Employment Q4



\$9,099

Median Earnings



72%

Credential Attainment

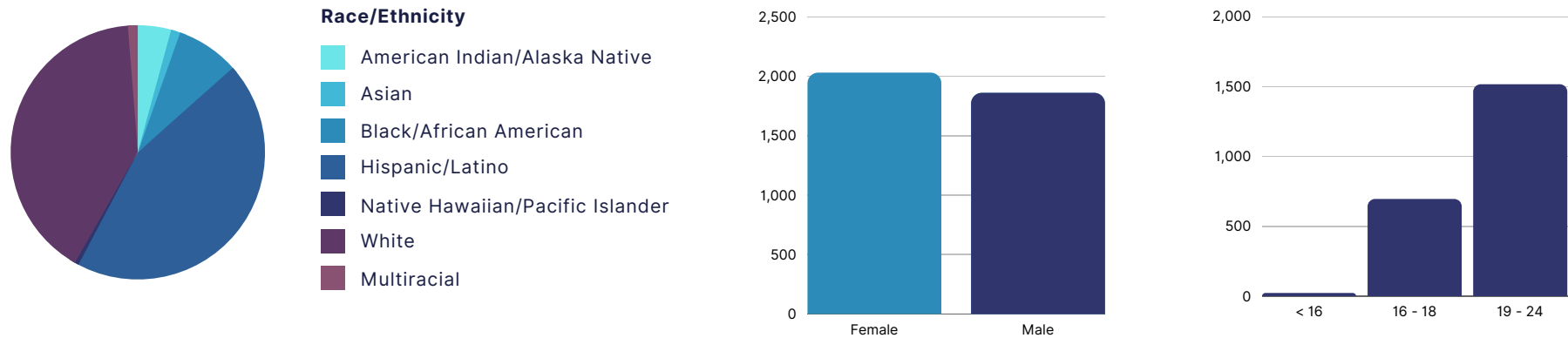
82%

Measurable Skill Gains

TITLE I: YOUTH PROGRAM

The Youth Program serves eligible in-school youth aged 14-21 and out-of-school youth aged 16-24. In the program year, the program extended its services to **5,446** individuals, with **1,570** individuals completing training services.

DEMOGRAPHICS



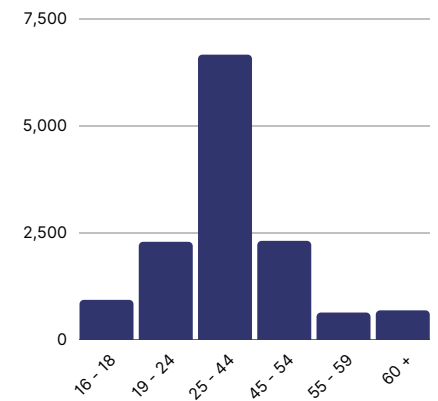
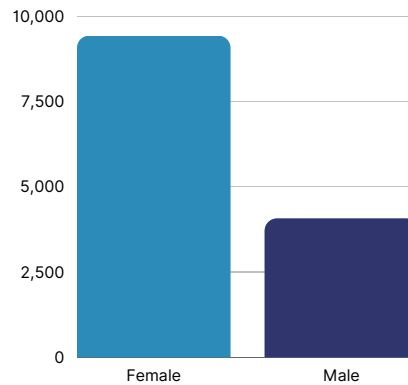
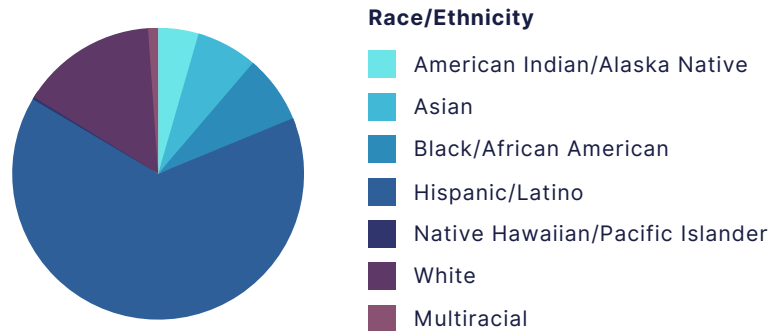
PERFORMANCE INDICATORS



TITLE II: ADULT EDUCATION AND LITERACY

Arizona Adult Education provides comprehensive education and training services to students 16 years of age and older who are not enrolled in a K-12 school. Adult Education providers offer access to quality programs to assist students to: earn a High School Equivalency (HSE) Diploma; become proficient in English language; participate in integrated education and training programs to earn an industry recognized credential and connect to employment and job training opportunities; and/or to transition to post-secondary education. In the past year, the program served **13,513** individuals, with **2,006** individuals completing training services.

DEMOGRAPHICS



PERFORMANCE INDICATORS



45%

Employment Q2

47%

Employment Q4



\$8,248

Median Earnings



17%

Credential Attainment

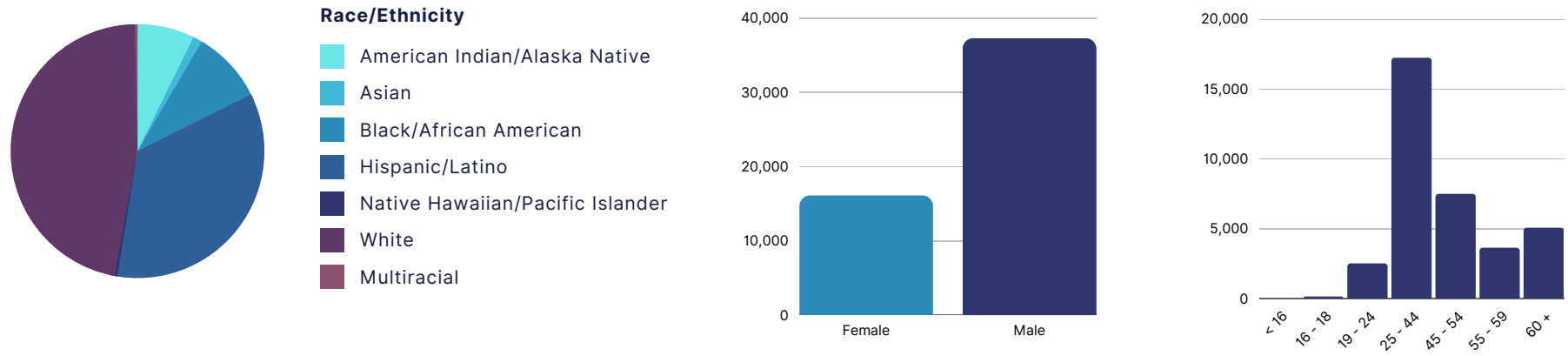
40%

Measurable Skill Gains

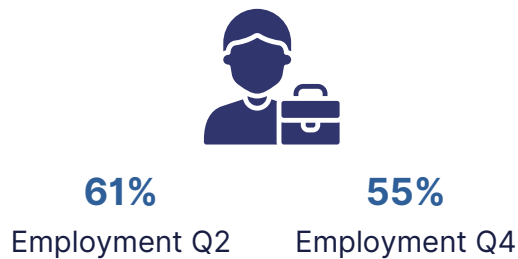
TITLE III: WAGNER-PEYSER EMPLOYMENT SERVICES

The Wagner-Peyser Employment Services Program operates as a cohesive network of public employment offices, aimed at offering job placement assistance to individuals seeking employment opportunities, while also providing vital labor force recruitment services to employers. This program is co-located within the ARIZONA@WORK Job Centers across the state, where services are provided in three distinct modes: self-service, facilitated self-help services, and staff-assisted service. The program served **43,177** individuals, with **36,075** individuals exiting career services.

DEMOGRAPHICS



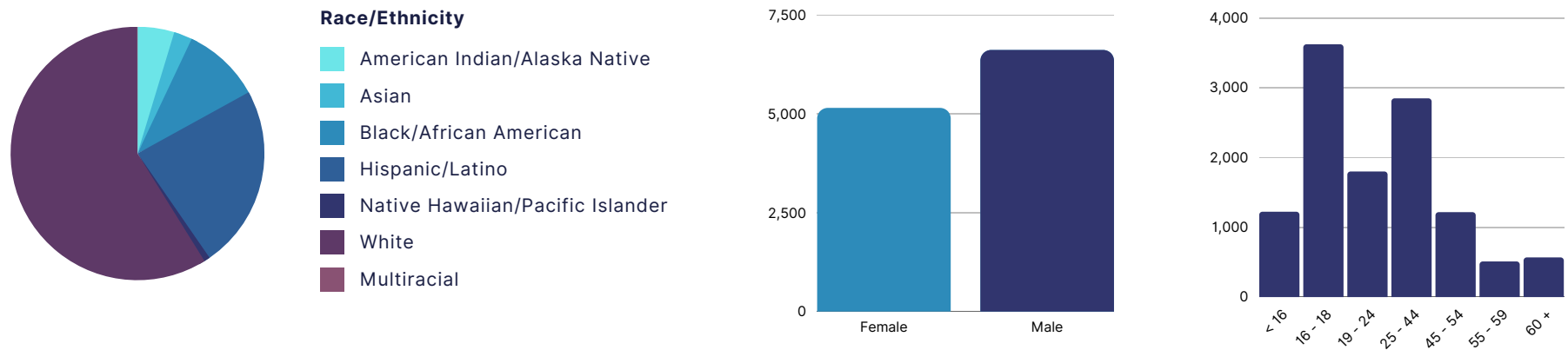
PERFORMANCE INDICATORS



TITLE IV: VOCATIONAL REHABILITATION

Vocational Rehabilitation stands as a comprehensive employment program dedicated to supporting individuals with disabilities in their journey to prepare for, enter, maintain, or regain competitive integrated employment. Services are individualized and adapted to meet each participant’s specific vocational goals and disability-related needs. This program operates statewide through a team of professional VR Counselors, dedicated state staff, and expert contracted service providers. This program year, Title IV served **11,777** individuals, with **4,982** individuals completing training services.

DEMOGRAPHICS



PERFORMANCE INDICATORS



EFFECTIVENESS IN SERVING EMPLOYERS

ARIZONA@WORK’s holistic business services approach serves Arizona employers and connects them with job-seekers. The outcomes are shared across all six core programs. Services to employers include rapid response, workforce recruitment services, incumbent worker training, and more.

BUSINESS SERVICES



3,330

New Employer Clients



16,853

Business Services Provided to Employers



38

New Registered Apprenticeship Programs Established

PERFORMANCE INDICATORS



58%

Employee Retention

Percentage of participants retaining employment



4%

Employer Penetration

Arizona employers using program services



53%

Business-Clients Assisted

Businesses receiving qualified job applicants



435

Site Visits

Businesses receiving site visits from program staff

Arizona Community College System

ARIZONA COMMUNITY COLLEGES

Arizona Community Colleges provide the primary gateway to higher learning and a variety of education opportunities serving Arizona’s diverse student body. Fully accredited by the Higher Learning Commission, Arizona’s Community Colleges prepare students to be job-ready more quickly and train or retain workers to fit employer needs.

Arizona’s **Community College Districts** serve as key partners in delivering training services



These colleges are represented by the Arizona Community College Coordinating Council (AC4), which engages and aligns the efforts of the districts. The Workforce Arizona Council coordinates with the Office of Economic Opportunity, ARIZONA@WORK, and AC4 to systematically and collaboratively align education, economic development and workforce initiatives in Arizona.



401
Eligible Training Provider
Programs Completed



\$2,251,200
Total Money Spent on
Title IB Enrollments



80%
Average Completion Rate

Appendix

WIOA Performance Data

WIOA PARTICIPANT DEMOGRAPHICS

	Adult	Dislocated Worker	Youth	Adult Education and Literacy	Wagner-Peyser Employment Services	Vocational Rehabilitation	All Programs
Race/Ethnicity							
American Indian/Alaska Native	591	34	236	605	2,993	676	5,135
Asian	163	19	66	917	482	338	1,985
Black/African American	1,758	133	447	1,017	3,774	1,439	8,568
Hispanic/Latino	3,958	544	2,473	8,750	14,336	3,380	33,441
Native Hawaiian/Pacific Islander	50	4	28	36	151	109	378
White	4,934	692	2,260	2,040	19,203	8,491	37,620
Multiracial	127	6	70	150	135	505	993
Sex							
Female	3,907	592	2,206	9,409	16,054	35,141	37,129
Male	5,259	478	1,858	4,108	19,933	6,612	38,248
Age							
< 16	-	-	23	-	2	1,221	1,246
16 - 18	185	1	695	933	147	3,622	5,583
19 - 24	1,154	45	1,515	2,289	2,516	1,798	9,317
25 - 44	5,643	576	-	6,659	17,227	2,847	32,952
45 - 54	1,331	244	-	2,311	7,491	1,215	12,593
55 - 59	467	116	-	637	3,638	508	5,366
60 +	411	90	-	688	5,064	566	6,819

WIOA PERFORMANCE INDICATORS

	Adult	Dislocated Worker	Youth	Adult Education and Literacy	Wagner-Peyser Employment Services	Vocational Rehabilitation
1) Employment Rate – 2nd Quarter After Exit	72.1%	75.9%	76%	45.4%	61.3%	47.1%
2) Employment Rate – 4th Quarter After Exit	66.5%	71.3%	74.5%	47.2%	54.5%	40.5%
3) Median Earnings – 2nd Quarter After Exit	\$8,681	\$9,099	\$6,278	\$8,248	\$7,854	\$4,978
4) Credential Attainment	74.8%	71.8%	58.5%	16.6%	-	25%
5) Measurable Skill Gains	74.8%	81.8%	64%	40.4%	-	23.4%
Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level	1	-	295	4,751	-	29
Attainment of a secondary school diploma or its equivalent	2	-	140	622	-	155
Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the stat unit's academic standards	129	18	296	140	-	580
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year or an apprenticeship program, etc.)	1,047	95	232	3	-	31
Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	2,189	223	736	802	-	48

WIOA PERFORMANCE INDICATORS

	Adult	Dislocated Worker	Youth	Adult Education and Literacy	Wagner-Peyser Employment Services	Vocational Rehabilitation
6) Effectiveness in Serving Employers - measured by						
Retention with the same employer – 2 qtrs of continuous employment with same employer	61.9%	66.2%	56.8%	-	57.5%	-
Employer Penetration Rate – the percent of businesses/employers using services out of all employers in the state.	3.9%	3.9%	3.9%	-	3.9%	-
Average number of days to fill staff-assisted AJC positions.	-	-	-	-	-	-
Percentage of employers who contacted an ARIZONA@WORK Job Center to confirm that ARIZONA@WORK services assisted in identifying job applicants.	-	-	-	-	-	-
Number of companies and business organizations that have been visited by ARIZONA@WORK employees.	-	-	-	-	-	-
Total Number of Participants Served by Workforce Development Programs						
	14,051	1,595	5,446	13,513	43,177	11,777
Participants Who Received Career and Training Services and Money Spent						
Number of participants that received career and training services	14,051	1,595	5,446	15,523	43,177	15,739
Monies spent on career services	\$12,872,936	\$8,729,467	\$12,321,309	\$1,512,210	\$10,459,603	\$9,804,365
Monies spent on training services	\$6,806,928	\$4,258,872	\$4,990,830	\$592,632	-	\$37,783,822
Number of Participants Who Exited Career and Training Services						
	9,996	1,109	3,192	6,378	36,075	5,162
Average Cost per Participant Who Received Career and Training Services						
	\$1,401	\$8,143	\$3,179	\$407	\$242	\$911

BARRIERS TO EMPLOYMENT

	Adult	Dislocated Worker	Youth	Adult Education and Literacy	Wagner-Peyser Employment Services	Vocational Rehabilitation	All Programs
Displaced Homemakers	7	92	1	1,557	110	110	1,877
English Language Learners, Low Levels of Literacy, Cultural Barriers	1,260	129	2,036	13,517	4,666	3,782	25,390
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	54	5	9	175	145	97	485
Ex-offenders	2,021	100	255	479	8,967	870	12,692
Homeless Individuals/Runaway Youth	670	17	184	136	2,285	204	3,496
Long-term Unemployed (27 or more consecutive weeks)	2,476	322	1,387	2,795	9,032	5,578	21,590
Low-Income Individuals	6,275	481	3,506	6,708	17,275	5,735	39,980
Migrant and Seasonal Farmworkers	86	25	42	180	187	11	531
Individuals with Disabilities (including Youth)	319	22	362	960	2,426	11,777	15,866
Single Parents (including Single Pregnant Women)	1,868	195	439	2,528	2,602	540	8,172
Youth in Foster Care or Aged Out of System	1	0	139	174	22	123	459


Thank you to our statewide partners, colleagues and stakeholders focused on solutions to bring work opportunities to all Arizonans and support the needs of our job creators. This work is possible thanks to the dedication, passion and collaboration of all involved.

Contact Us

workforce.council@oeo.az.gov

www.arizonaatwork.com



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