

Workforce Arizona Council

Full Council Meeting

11/30/2023



ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

Welcome New Council Members



Welcome New Council Members

Business:

- Jenna Rowell, Local First Arizona

Workforce:

- Heather Carter, Maricopa County Community College District (MCCCCD)
- Bill Ruiz, Southwest Mountain States Carpenters Local Union 1912
- Josh DeSpain, IBEW Local 570

CEO:

- Jeffrey McClure, CEO, Pinal County
- Mayor Regina Romero, Pima County



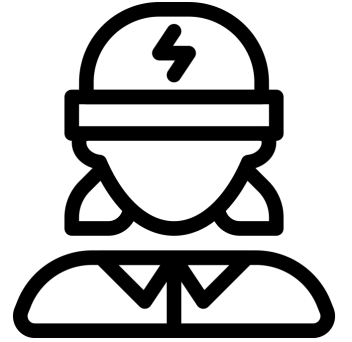
Success Story: Highlight Female Electrician



Success Story: Highlight Female Electrician

Sierra E. - Journeyman Wireman IBEW Local 640

- Started trade journey at 19 in Portland, Oregon
- Shifted from chemical engineering degree to a practical apprenticeship
- Relocated to Arizona at 21, opting for a union apprenticeship
- Specialized in commercial service and significant projects during apprenticeship
- As a Journeyman, focused on foremanship, specializing in infrared scanning and annual maintenance
- Actively advocates for women in the trade
- Holds key roles: chairperson of the local executive board and leader of the women's committee
- Current role as an instructor in motor controls and instrumentation at the JATC
- Aspires to see more women in leadership roles in Arizona, from Foreman to Business Manager and Local President.



Thank you for being a great example and leader for females in the industry!

Consent Agenda



Consent Agenda- Approval

- Previous minutes from the September 7th, 2023 meeting
- ETPL Workgroup Update
- Roles and Responsibilities
- DOL Monitoring Update
- Council Annual Report
- AZ Quest
- NTN Local Plan, Approval
- State Plan Update
- BuildItAZ Plan 2023-2026

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

Action Item: Motion to approve the Q4 Full Council consent agenda with all items listed.

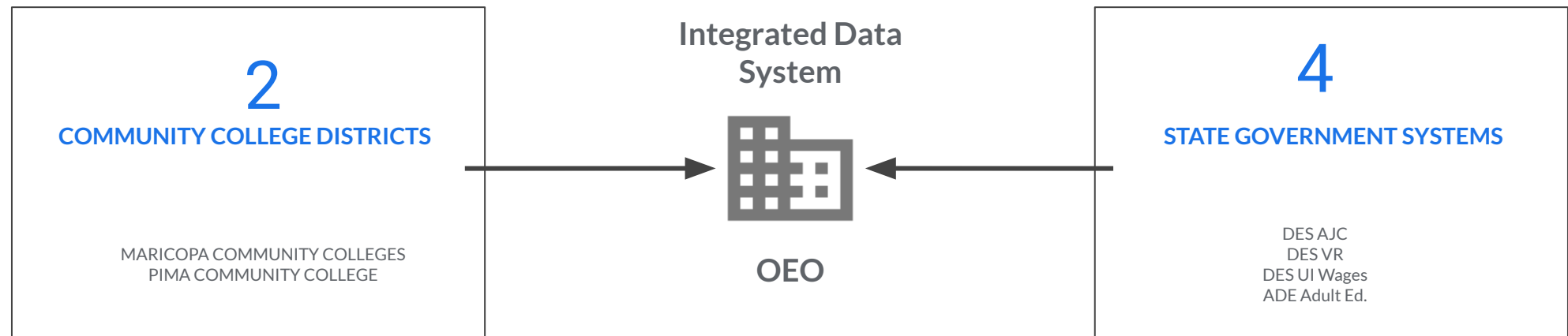
Workforce Projects: Integrated Data System



Ferris Ramadan, OEO

Introduction & Purpose

- Laws 2016, Chapter 372 established the Workforce Data Task Force to support the evaluation of workforce and education programs
- The Office of Economic Opportunity (OEO) established the Integrated Data System (IDS)
- The OEO collects and links administrative records



- Data are *exclusively* used for statistical analysis
- Research may be conducted by OEO staff and external parties

Design & Accessibility

- IDS hosted on the Google Cloud Platform
- OEO uses NIST guidelines for information security
- Project proposals are approved by data owners
- Project workflow:
 - Parties sign data use agreement that complies with federal regulations
 - OEO prepares anonymized data needed for the project
 - OEO provides secure access and workspace for analysis
 - OEO reviews & screens output for disclosure risk
- Parallel longitudinal systems
 - Emphasis on evaluating benefit for vulnerable / high-risk populations
 - Title I program participants experienced a 14% decrease in overall employment 32 months after exit (Ohio Office of Workforce Transformation)



Active Projects

- Workforce Effectiveness Advisory Committee
 - Established by OEO Director to streamline evaluation of workforce development programs
- Support external program evaluation with data source partner (*December 2023*)
- Validate and expand IDS data matching methodology (*February 2024*)
- Develop an IDS Research Agenda (*March 2024*)
 - Identify and communicate priorities for workforce development on the IDS for 2024-2028
 - Emphasis is identifying agency priorities (e.g. key questions, activities, ethical considerations)
 - Equity: backgrounds, experiences, opportunities, and access
 - Predictive analytics: positive and negative outcomes
 - Subject matter experts from OEO, DES, ARIZONA@WORK & partner agencies
- Workforce Development evaluation (*April 2024*)
 - ARIZONA@WORK Title I Adult participants
 - Evaluate industry of employment
 - Longitudinal performance outcomes & completion rates
 - Identify predictive wage features to identify higher areas of impact

Closing Remarks & Questions?

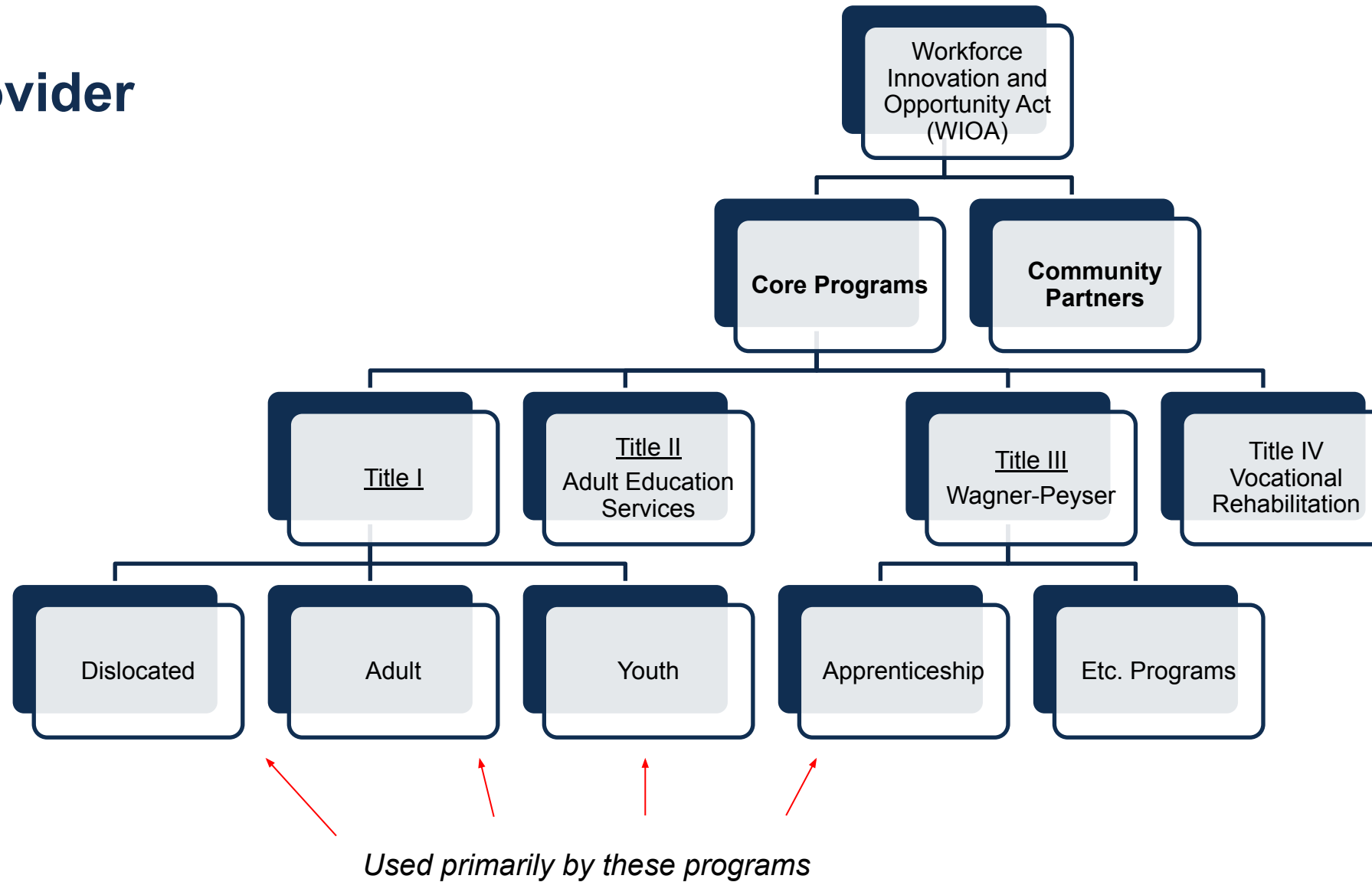
Title I-B Training Effectiveness Project



Rachael Tashbook, OEO

Eligible Training Provider List (ETPL) Context

“The Workforce Innovation and Opportunity Act (WIOA) requires states to maintain a list of training providers approved to offer training to individuals eligible to receive WIOA funds. The statewide Eligible Training Provider List (ETPL) includes eligible training providers and training programs that are approved by both the Local Workforce Development Areas (LWDAs) and DES to provide training services to eligible WIOA participants. Training programs must meet state and local requirements of in-demand industry sectors and occupations in Arizona, and result in a recognized credential.”



Eligible Training Provider List (ETPL) Function

- Designed to provide WIOA participants with a wide range of training options. It ensures that the training providers listed meet certain quality and performance standards.
- Should be used by the State Workforce Council, DES, and local workforce board to support better employment and wage results for Arizonans in need of workforce services.

How?

Governing bodies are required to ensure that minimum performance levels are met for initial and continued training provider eligibility. Further, governing bodies may provide tiered resources to help improve employment and wage outcomes.

How can the Office of Economic Opportunity's Economic Analysis team help?

- We're developing a means to help state and local policy makers, policy enforcers, and training participants have a better understanding of which programs are most impactful.
- This data can be used as a tool to help the workforce system better utilize training program that provide the best employment and wage results!

Problem: Evaluating Training Program Effectiveness is Difficult

- How do we fairly identify what is a problem with a training program versus uncontrollable circumstance?
 - How do we assess training programs if the economy is bad or their participants have a lot of barriers?
 - How do you fairly assess training programs focused on retraining individuals who are already employed, but looking to improve their skill set?
- What do we do when we identify that, despite these nuances, a program is performing especially well or especially poorly?

Solution: Customized Effectiveness Evaluation Model

Effectiveness is based on the unique participant and economic characteristics of each training program after the participant exits Title IB – Adult services.

- For example, if a given participant enrolled in a specific training:
 - **Is homeless**, the program would be expected to have **lower** performance outcomes.
 - Lives in a **community that needs a lot of this occupation**, that could **increase** expected employment level performance outcomes.
 -

The evaluation model estimates the effectiveness of the training programs offered on the ETPL based on three measures:

- Employment 2nd Quarter after Title I Adult program exit
- Employment 4th Quarter after Title I Adult program exit
- Wages 2nd Quarter after Title I Adult program exit

Programs are then separated into the following three categories: exceeded expectations, met expectations, and below expectations.

Next Steps

- Currently have a model that uses 3-years of performance data to evaluate effectiveness of programs in serving Title I-B Adult Participants
- Test the evaluation model for efficacy
- Gain further feedback from state and local partners
- Develop tools that would make the data accessible and usable to partners

Conclusion

- The ETPL is a key tool for improving employment and wages for Arizona's job seekers.
- The ETPL won't be used effectively if there isn't clear performance analysis on the training programs.
- The results of this study will help stakeholders including the State Workforce Council, DES, LWDB, education providers, and students to use the ETPL as intended.

**THANK
YOU**

ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY



Labor Market Information Update



Rachael Tashbook, OEO



November 30, 2023

Labor Market Highlights 2022-2032 Employment Projections

Rachael Tashbook
Research Administrator

ARIZONA

OFFICE OF ECONOMIC OPPORTUNITY



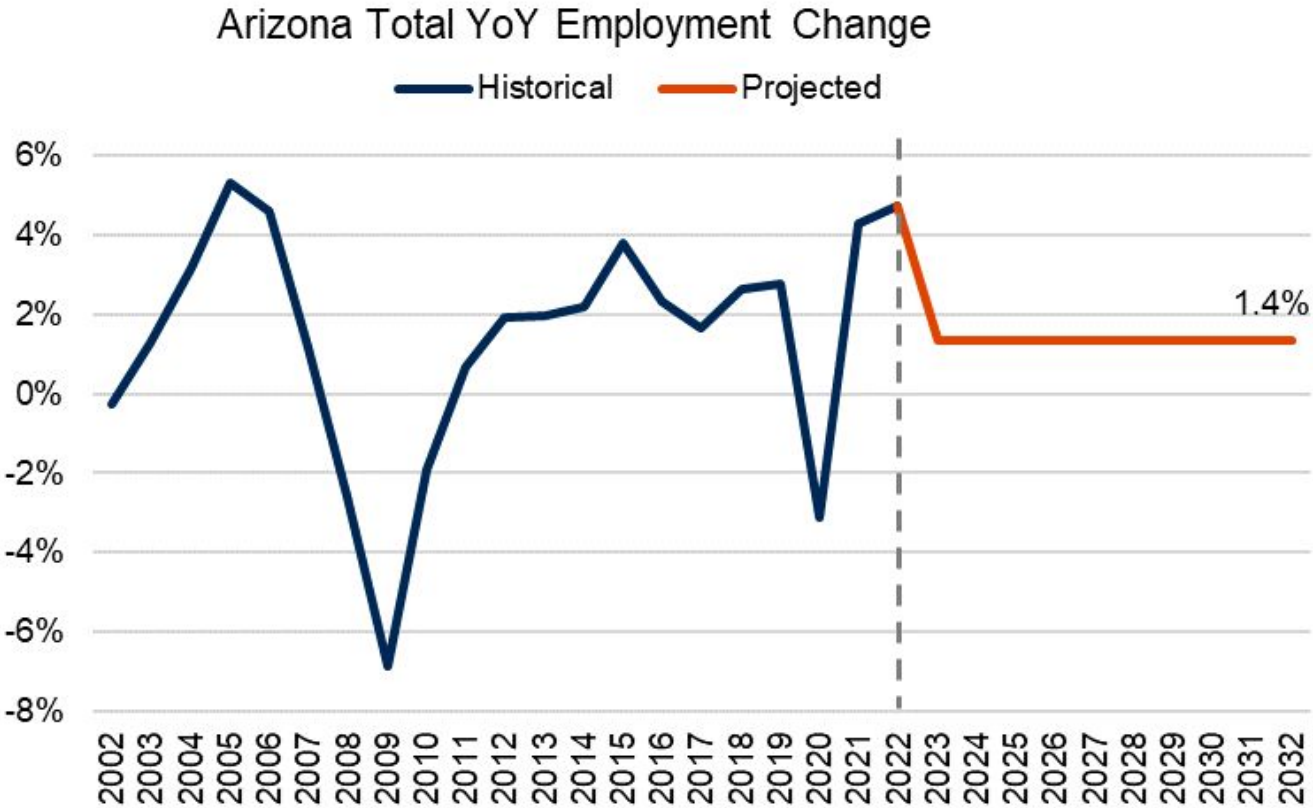
OFFICE OF ECONOMIC OPPORTUNITY RESEARCH UPDATES

- Q1 2023 Updates (July 2023 - September 2023)
 - ****NEW**** 10-year employment projections: 2022-2032
 - Relaunched In-Demand Industry & Occupation tool on ARIZONA@WORK website
 - Finished economic analysis for state 4-year workforce plan
- Upcoming Projects
 - New economic conditions reports for LWDB
 - New industry & occupation rankings for LWDB to use for In-Demand Selections
 - New analysis for statewide statistical adjustment model (SAM)
 - Continue progress on WIOA Title I training results research

ARIZONA TOTAL EMPLOYMENT YOY CHANGE

Highlight:

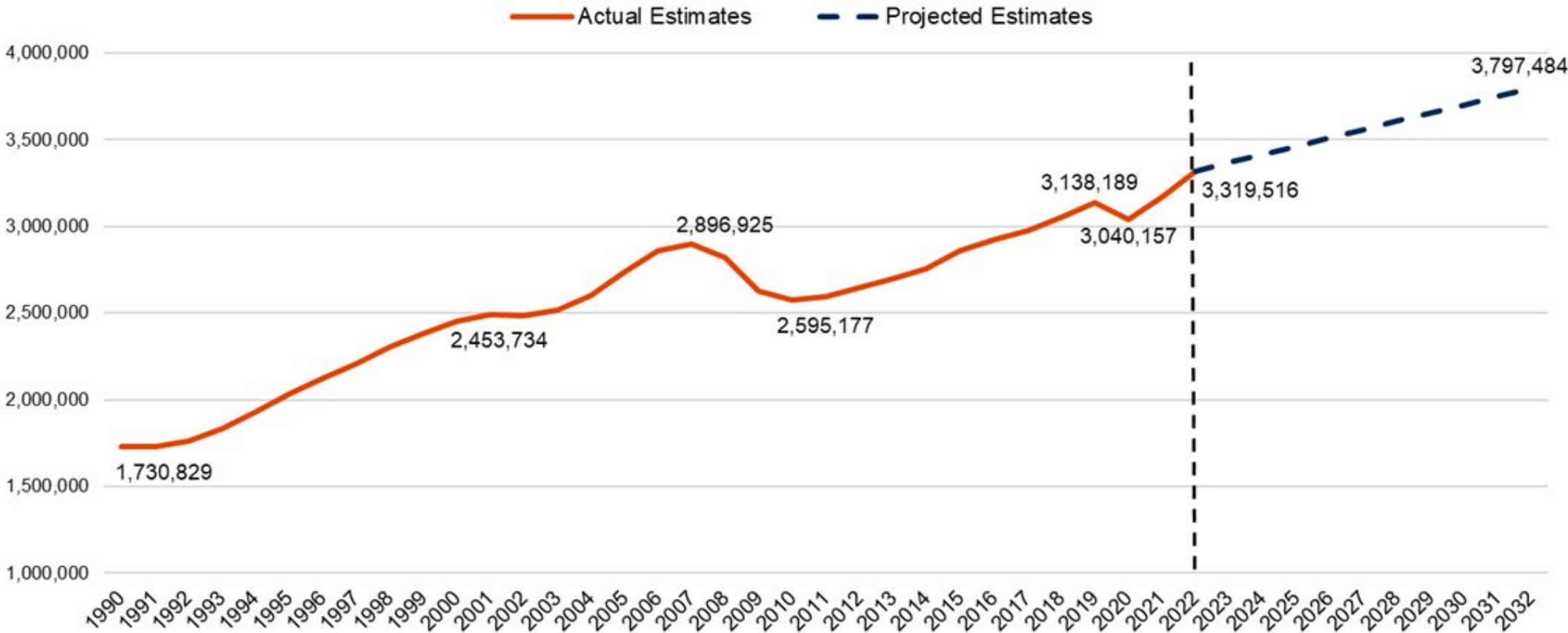
- Total employment is projected to grow 477,968 jobs or 1.4% annually from 2022-2032



Source: Arizona Office of Economic Opportunity

Note: Annual growth may differ from year-to-year between 2022 to 2032, but is projected to average the growth noted in the chart.

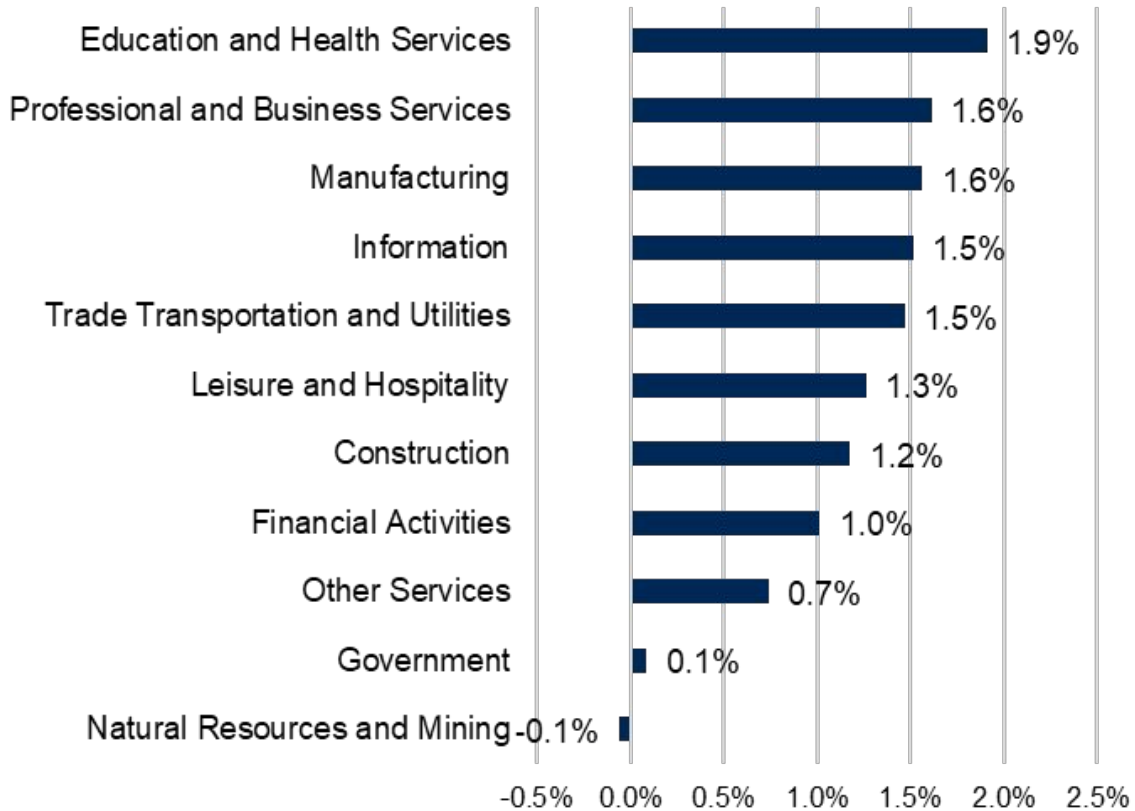
ARIZONA TOTAL NUMERIC EMPLOYMENT



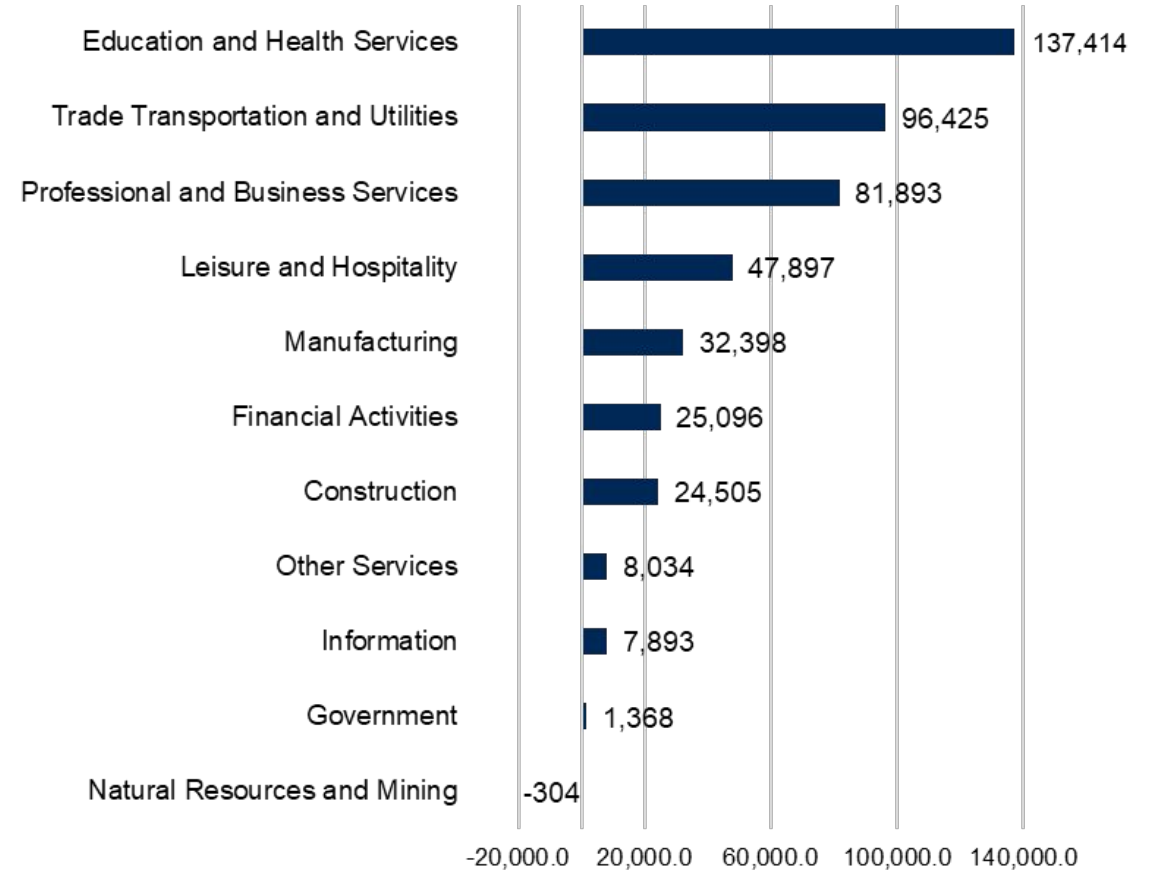
Source: Arizona Office of Economic Opportunity
 NOTE: 2022-2032 numbers reflect average ten-year projected growth. Only 2032 employment values were estimated for this release. Employment values from 2023-2031 are not official projected estimates and are included for continuity purposes only.

PROJECTED INDUSTRY EMPLOYMENT CHANGE

Arizona Supersector Employment 2022-2032 Annualized Percentage Change

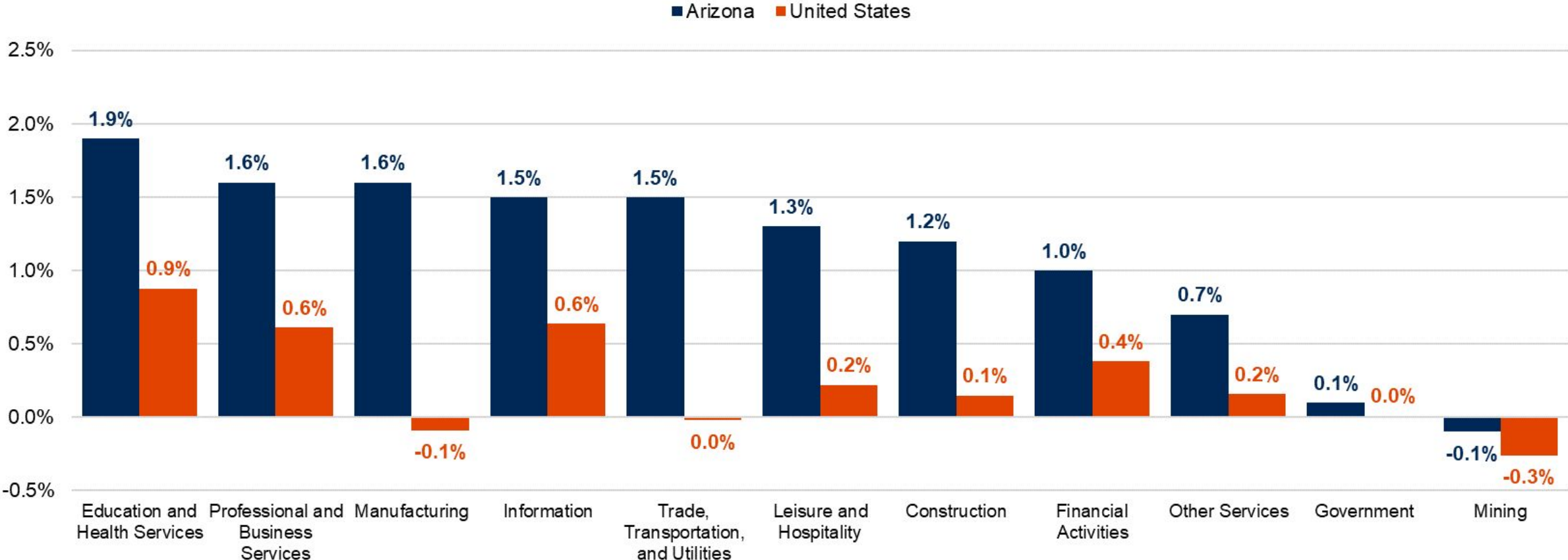


Arizona Supersector Employment 2022-2032 Total Numeric Change



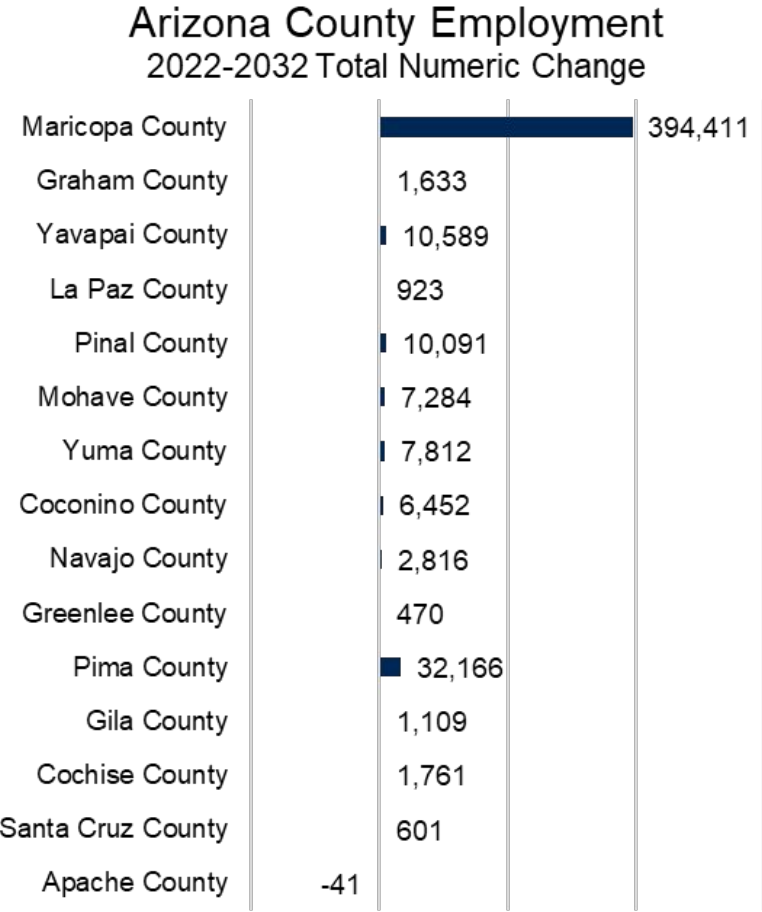
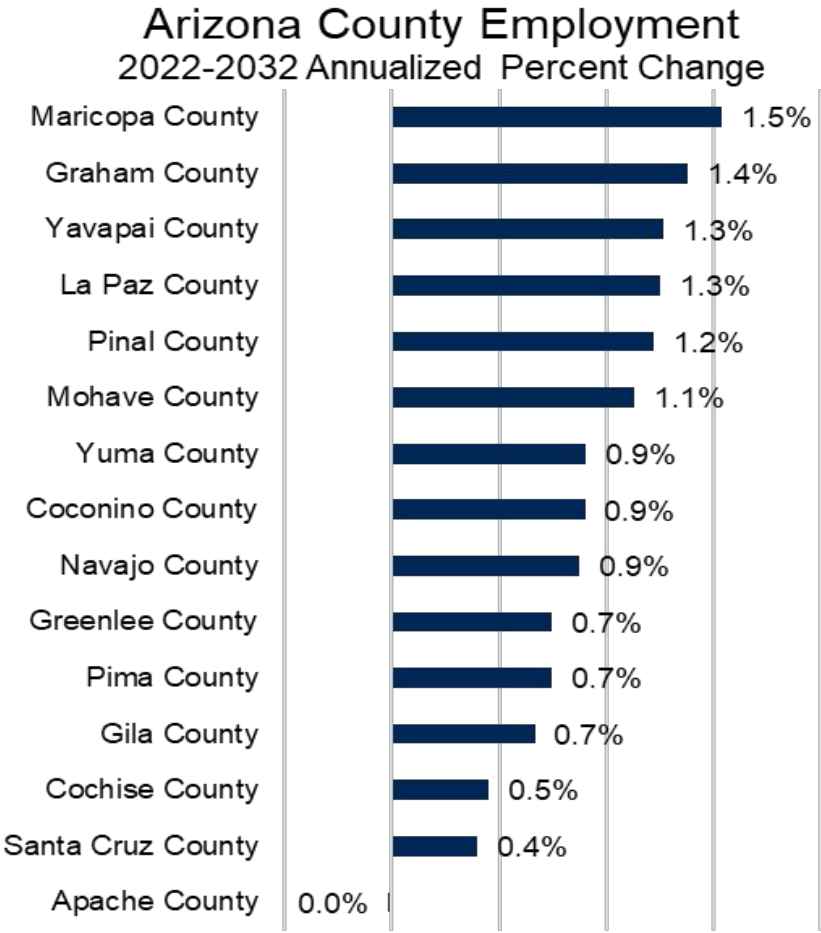
ARIZONA AND U.S. PROJECTED ANNUAL PERCENT CHANGE

2022-2032, Supersector Employment



Source: Arizona Office of Economic Opportunity, Bureau of Labor Statistics

PROJECTED EMPLOYMENT CHANGE BY COUNTY



- Maricopa County is projected to account for 83% of job gains in Arizona from 2022-2032

Source: Arizona Office of Economic Opportunity

Source: Arizona Office of Economic Opportunity

More Information

Find more information on the employment forecast on our website at <https://laborstats.az.gov/>

Arizona Office of Economic Opportunity

OEO exists to consolidate and improve analytic capacity for the state with the goal of tracking Arizona's key economic indicators.



LABOR MARKET > POPULATION > REGULATORY AND TAX >

NOVEMBER 16, 2023

Nonfarm Employment Increased by 51,100 Jobs Over the Year

Arizona's Unemployment Rate Increased to 4.2%

[READ THE PRESS RELEASE](#) [VIEW THE PRESS RELEASE PRESENTATION](#)

[RECEIVE MONTHLY EMPLOYMENT UPDATES](#)

Next Release: December 21, 2023
[VIEW CURRENT RELEASE SCHEDULE](#)
[READ LATEST PROJECTIONS INFO](#)
[VIEW LATEST PROJECTIONS PRESENTATION](#)

THANK YOU! QUESTIONS?

Contact

<https://laborstats.az.gov/>
labor.info@oeo.az.gov



Registered Apprenticeship Process Overview



Joann Bueno, DES

Registered Apprenticeship



Core Components



Employer Engagement

Related Technical Instruction

On-the-Job Learning

Rewards for Skill Gains

National Credential



How to Get Your Registered Apprenticeship Program Started

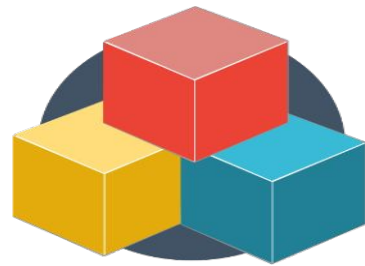




How It Works



EXPLORE



BUILD



PARTNER



REGISTER



LAUNCH



EXPLORE

- **Determine** your target apprenticeship occupation
 - ❖ No limit to the number of apprenticeship occupations
- **Ratio** = number of apprentices to journey workers
- **Identify** employees for apprenticeship occupations
 - ❖ New Employees
 - ❖ Current Employees
- **Full-time** employees
- **Length** of occupation = 1 to 6 years
- **Wage Increases** = annually





BUILD

On-the-Job Learning (OJL)

- Job Tasks developed with Industry / Employers
- OJL Minimum of 2,000 hours (approximately one year)
- Over 1,200 Occupations for Apprenticeship
- Real World Environment

Related Technical Instruction (RTI)

- RTI Minimum of 144 hours per year (no maximum)
- Vocational and/or Technical Schools
- Community Colleges / Universities
- In-House or Sponsor
- Delivery Methods:
 - ❖ Classroom
 - ❖ Correspondence
 - ❖ Electronic Media / Online



Innovative Workforce Solutions



PARTNER

- Industry Associations
- Community College Districts / Universities
- Local Workforce Boards
- Intermediary Sponsors



REGISTER

- Standards and other pertinent documents
- Funding Opportunities
 - ❖ Veterans can access their GI Benefits in a RA Program
 - ❖ ETPL (WIOA)
 - ❖ WOTC
 - ❖ Industry Intermediary Sponsors, if any



LAUNCH

□ **ARIZONA@WORK**

- ❖ Arizona Job Connection
- ❖ Business Service Teams

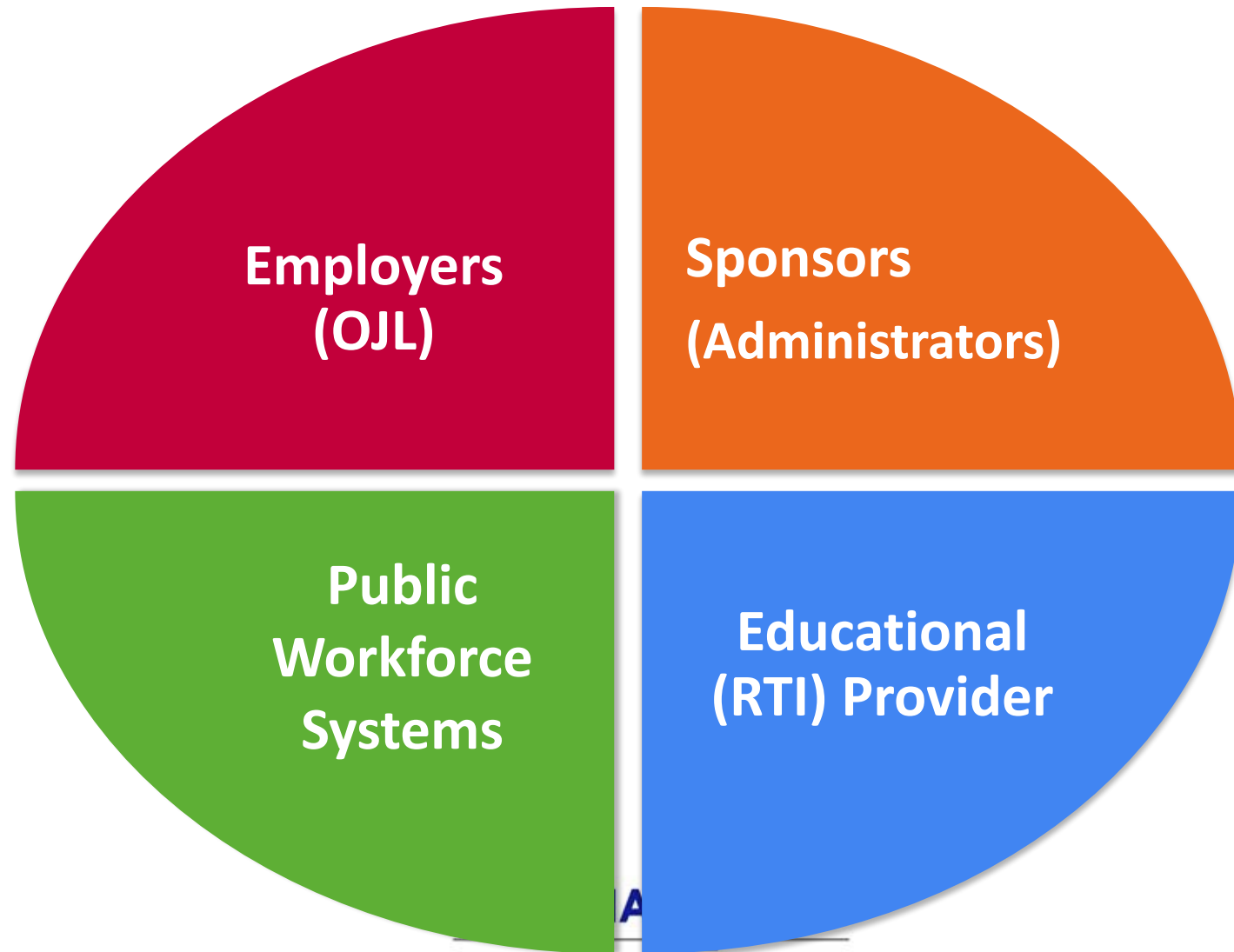
□ **Arizona Apprenticeship Office**

- ❖ Technical assistance
- ❖ Information Sessions
- ❖ Apprenticeship Website posting
- ❖ Workforce Development Partners
- ❖ Certificates of Completion and other documents



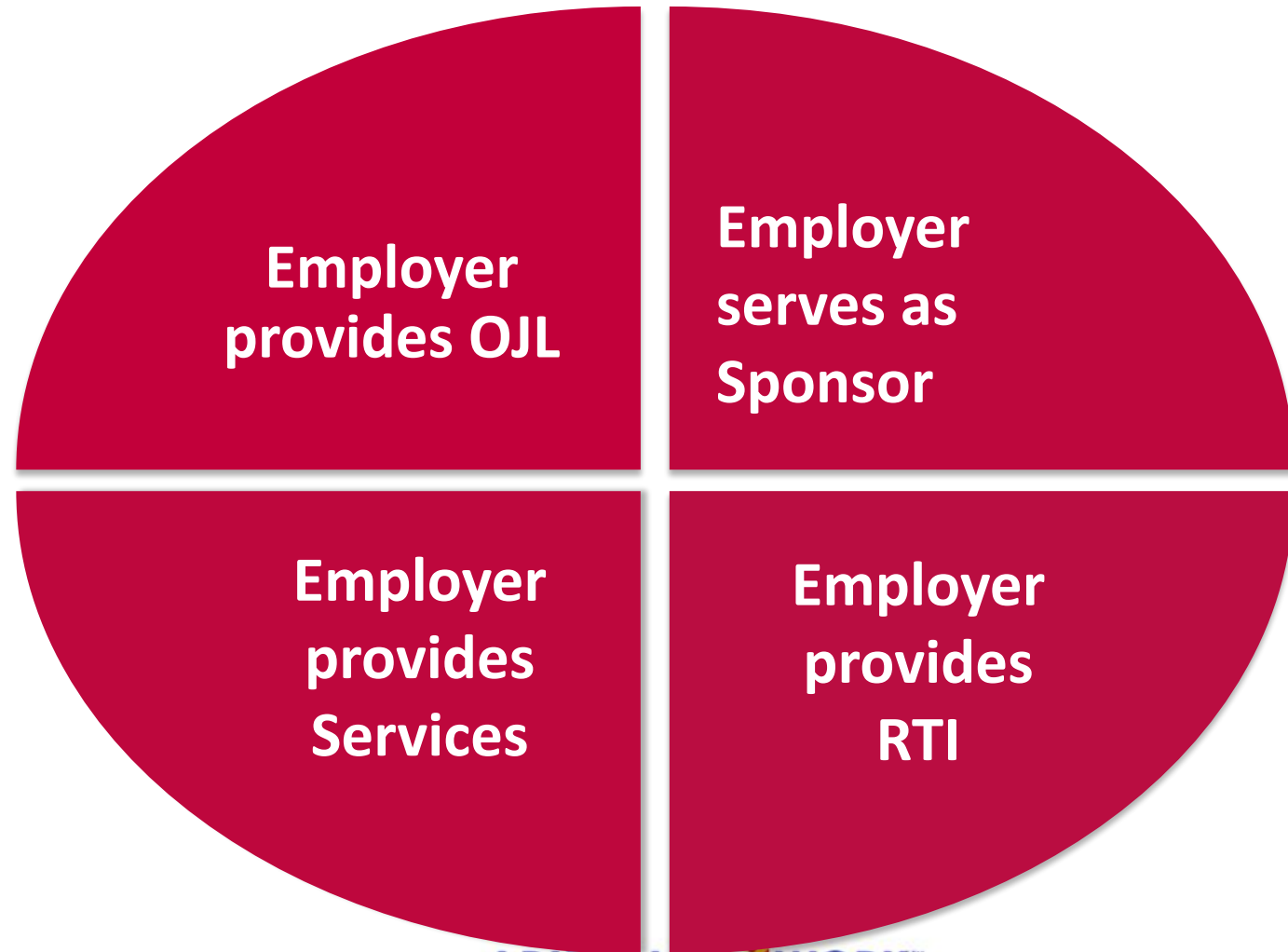


Key Roles within Registered Apprenticeship





Single **Employer** Model



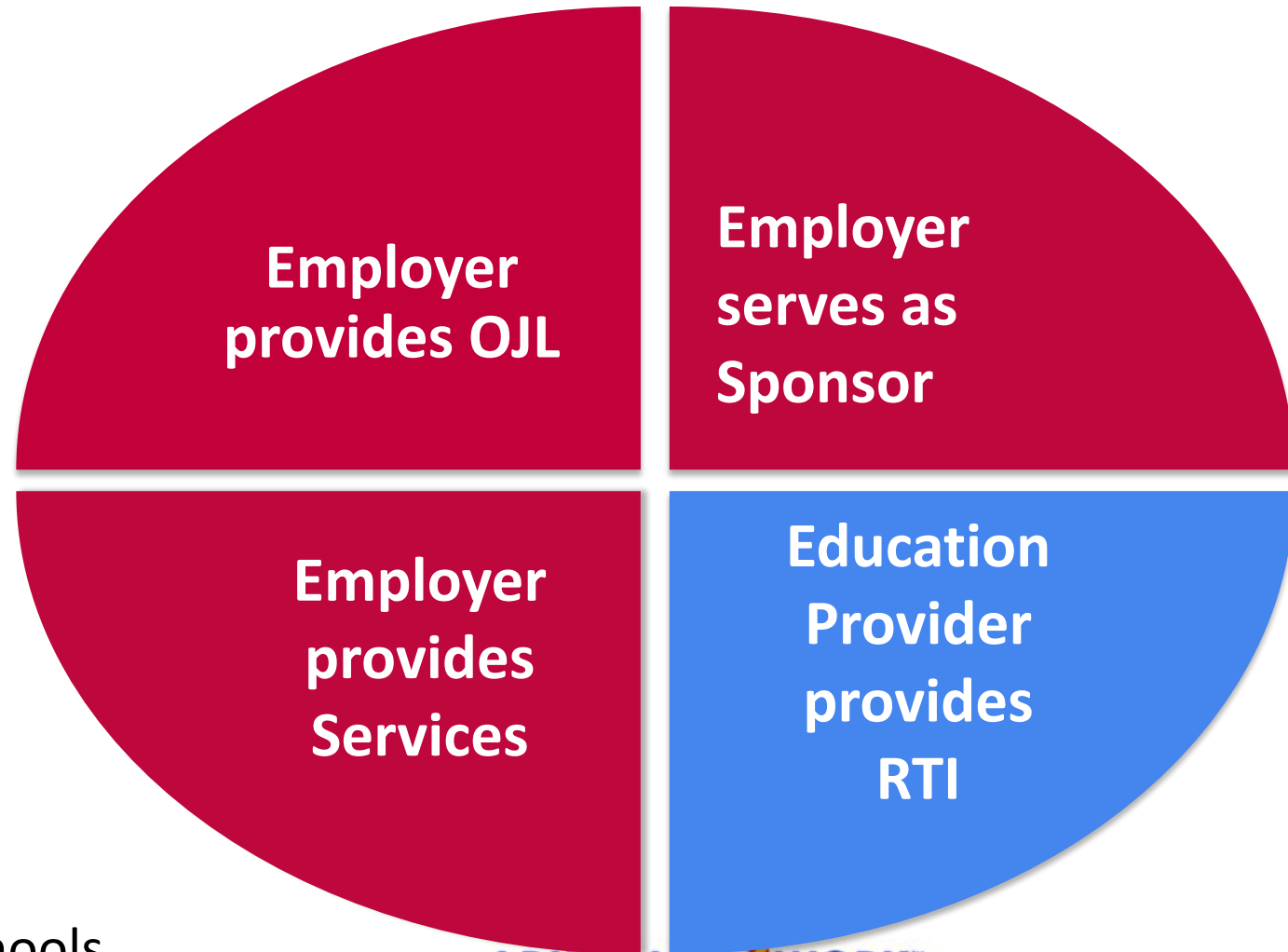


Single **Employer**

+

Education Provider

Model



Examples:

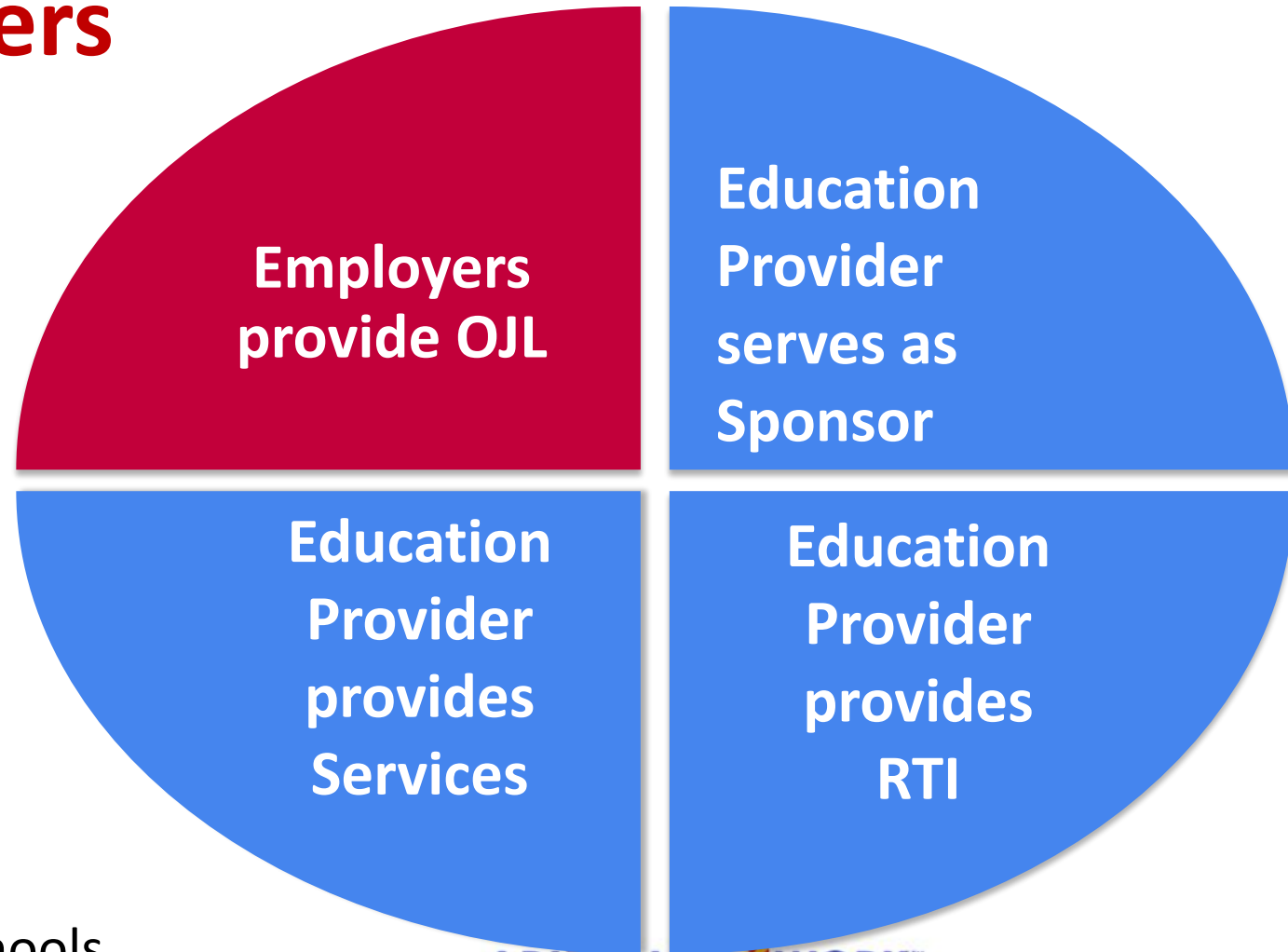
- Community Colleges
- Vocational/Trade Schools
- Online Learning



Multiple **Employers**

+

Education Provider Model



Examples:

- Community Colleges
- Vocational/Trade Schools
- Online Learning



Multiple **Employers**

+

Intermediary

+

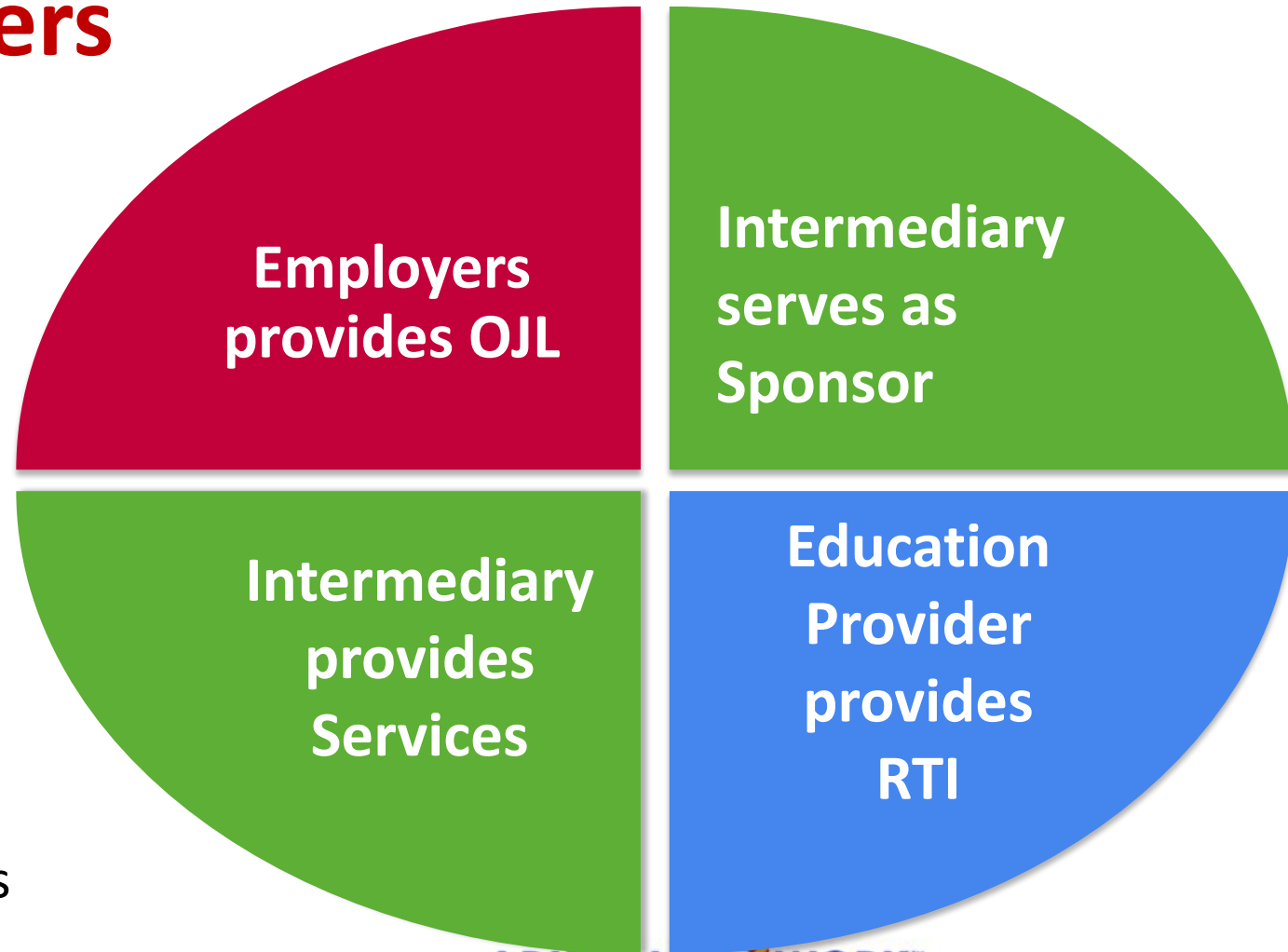
Education

Provider

Model

Examples:

- Industry Associations
- Labor Organizations
- Community-based Organizations
- Non-profits



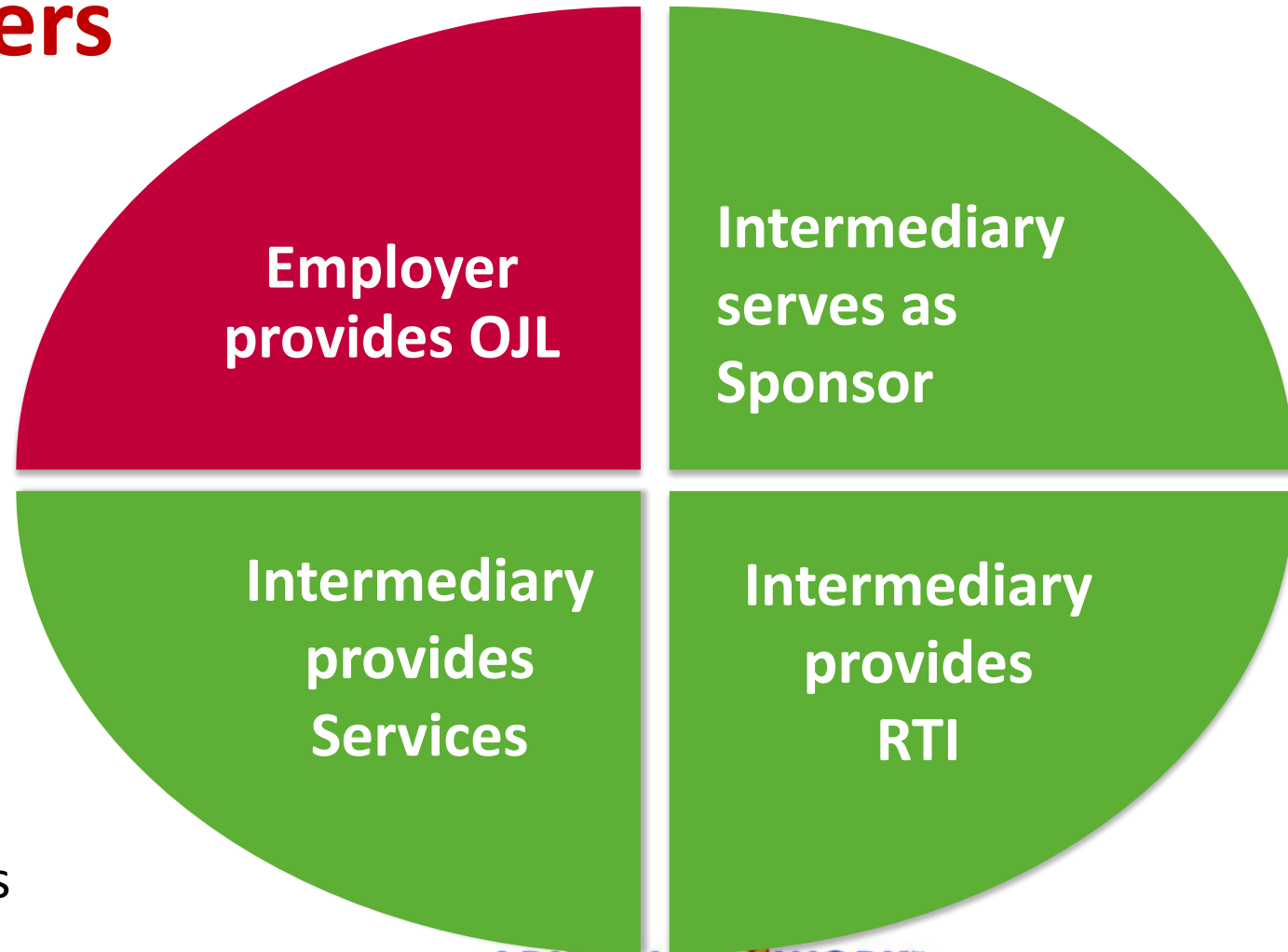


Multiple **Employers**

+

Intermediary

Model



Examples:

- Industry Associations
- Labor Organizations
- Community-based Organizations
- Non-profits



Registered Apprenticeship



ApprenticeshipArizona



Offers a **stepped-up wage system**

...so, employers can **start new hires at a lower wage** while they earn the needed skills to fully do the job.

Has increased **employee engagement** and **higher retention rates**

...which **lowers the cost and loss in productivity** of rehiring and retraining for the same position

Provides a **repeatable, organized framework** for recruitment, hiring, onboarding, and advancing employees

...that allows a business to **ensure consistent results**.



Employers Win!



Source: *Evaluation of the American Apprenticeship Initiative (DOL), 2015*



Winning!!!

150,000

Employers and Labor Management Organizations participate in Registered Apprenticeship

800,000

Registered Apprenticeships Nationwide in more than 1,200 occupations

\$80,000

Average Starting Salary of Apprentices Per Year while earning a credential equivalent to a 2 or 4 year degree

\$300,000

Amount workers who complete RA Programs earn more over a lifetime than their peers

90%

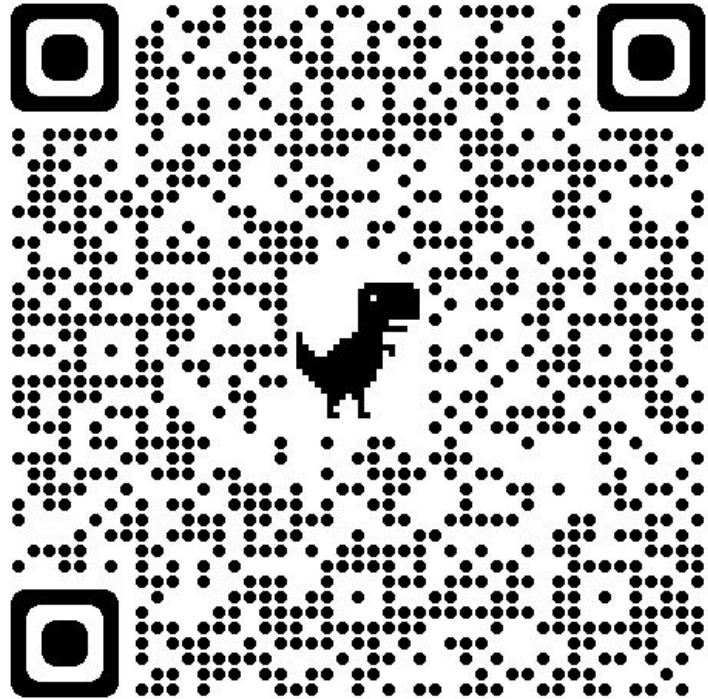
Percentage of apprentices who retain employment after apprenticeship completion



ApprenticeshipArizona



Contact Us to Learn More



AZApprenticeship@azdes.gov
www.AZApprenticeship.com

ARIZONA @WORK™
Innovative Workforce Solutions

Rapid Response



Anna Hunter, DES

Rapid Response Funding - ALERTs

ALERT 23-001 (July 10, 2023): Rapid Response allocated to LWDAs intended on focusing on work-based learning (WBL) capacity building and program enhancements

- \$125,000 - Initial Allocation (Rural LWDAs)
- \$100,000 - Initial Allocation (other LWDAs)

ALERT 23-002 (October 20, 2023): Rapid Response allocation increased to LWDAs and removing focus/requirements on WBL and associated capacity building. Established \$775,000 availability for LWDAs to apply for WBL focused funds

- Increase of \$200,000 to all LWDAs.
 - \$325,000 - Total Rapid Response allocation (Rural LWDAs)
 - \$300,000 - Total Rapid Response allocation (other LWDAs)
- \$775k - Funding Opportunity - LWDAs may apply for additional Rapid Response funding focused on establishing new, or expanding current, WBL programs

Link: [WIOA Allocations Information Website](#)

1st Year Rapid Response DW Budget PY23/FY24

\$7.539 M Total State 1st Year RR DW Funding

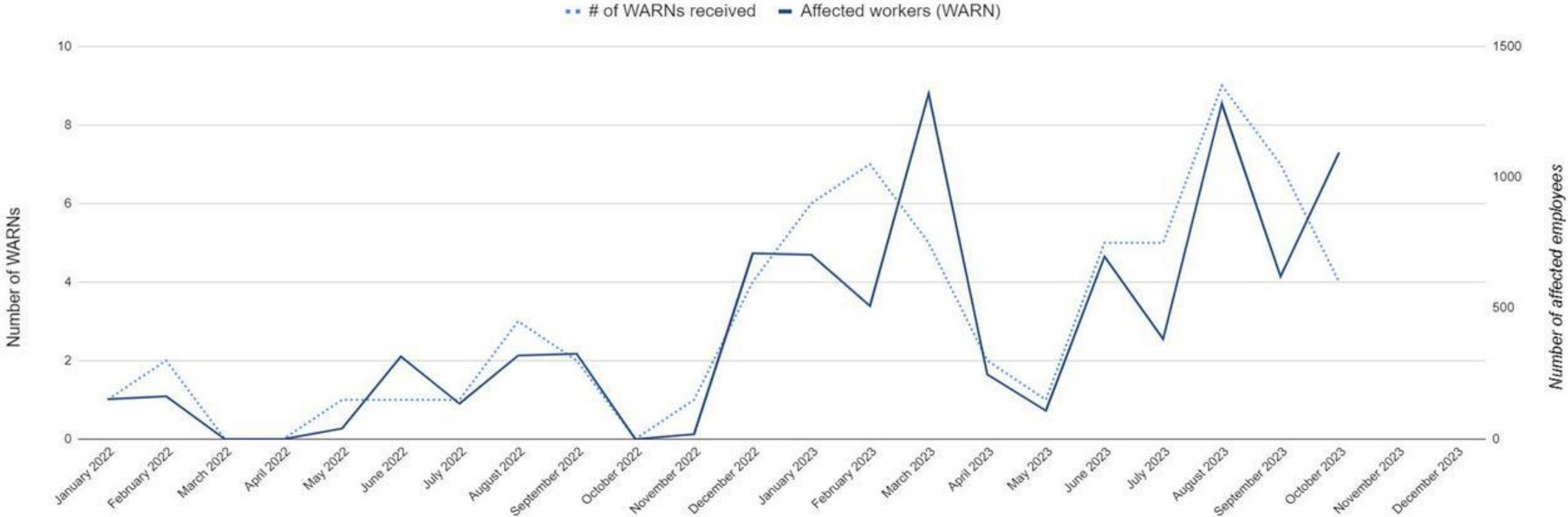
Activity		Amount
LWDA Rapid Response Allocation	\$	3,825,000
LWDA Work-Based Learning Funding Opportunity	\$	775,000
Set-Aside for Rapid Response Activities	\$	1,561,000
State Rapid Response Program Operations	\$	600,000
Rapid Response Communication & Outreach	\$	778,000
Total Expenses for Planned Activities	\$	7,539,000

LWDA Funding Allocations released on Alert 23-001 (PY23/FY24 LWDA WIOA Title I Funding Allocations) and Alert 23-002 (PY23/FY24 Rapid Response Funds).

Should LWDA require funds beyond the available base funds to conduct rapid response events, please continue to submit requests using the process identified here: [Request for Rapid Response](#).

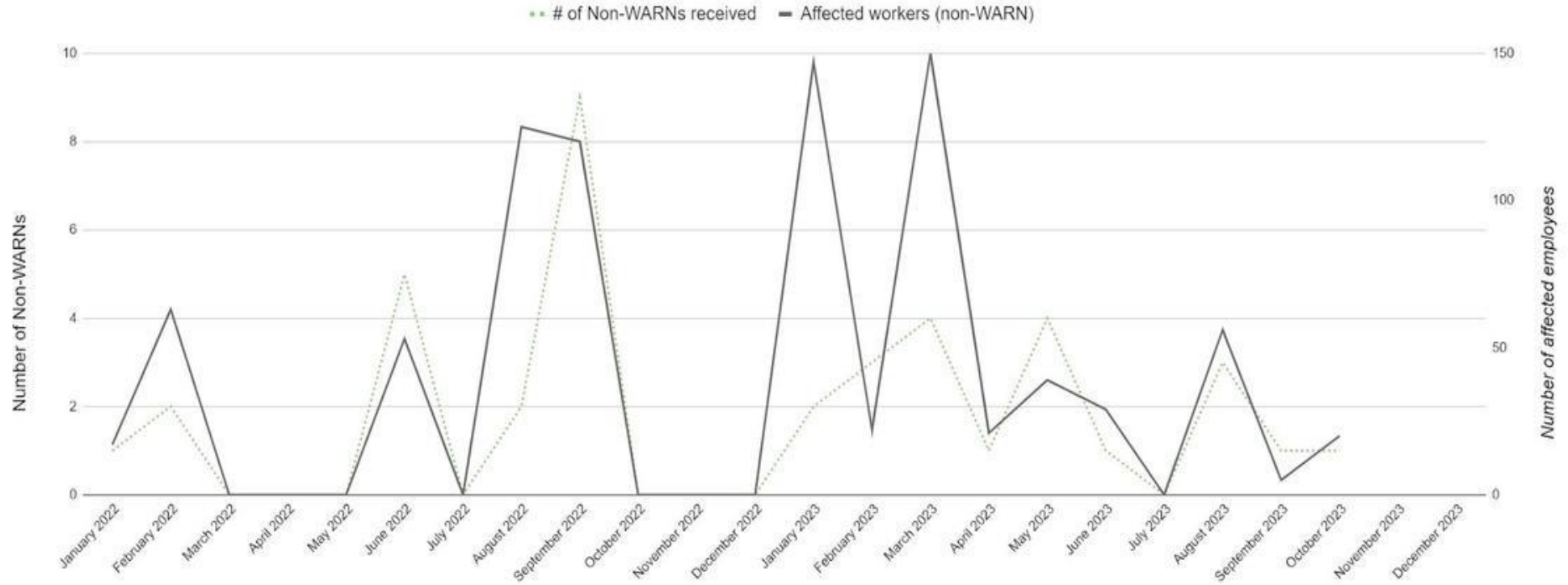
Total WARNs & Affected Workcens January 2022 - October 2023

State Rapid Response Total WARNs & Affected Workers



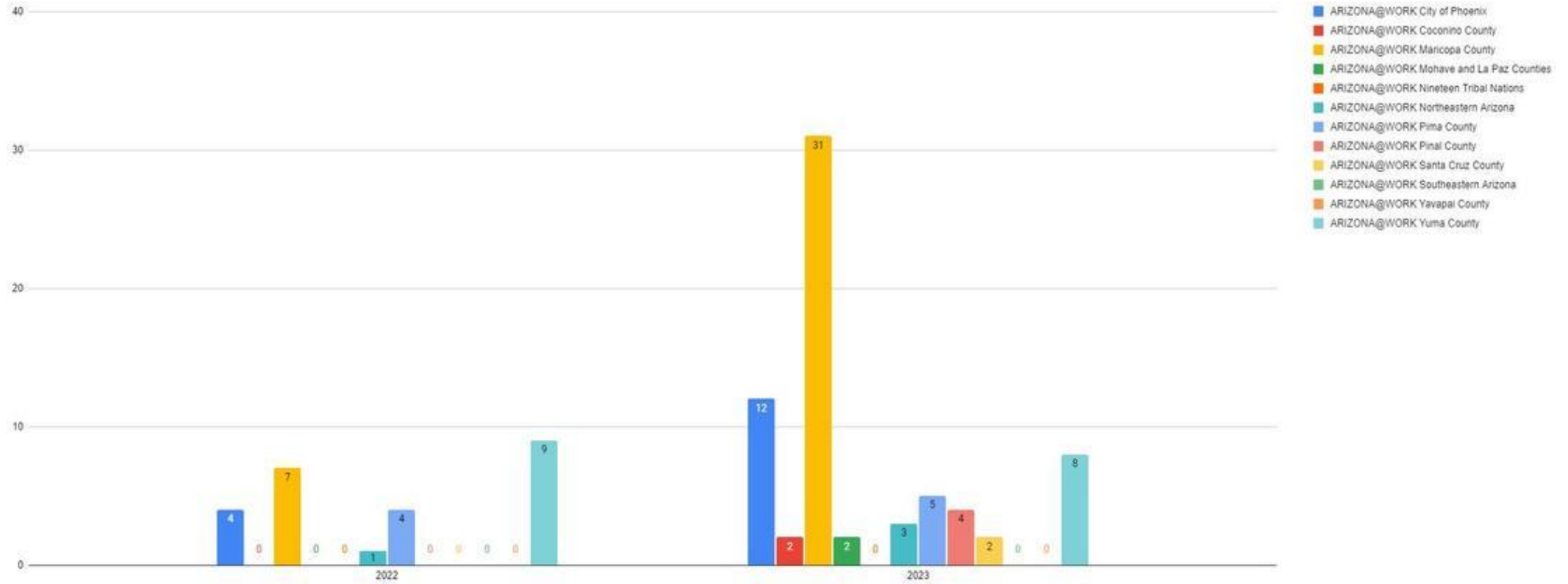
Total Non-WARNs & Affected Workers January 2022 - October 2023

State Rapid Response Total Non-WARNs & Affected Workers



WARNs by LWDB January 2022 - October 2023

Number of WARNs and Non-WARNs by Local Workforce Development Areas



Pipeline AZ



Katherine Adams & Mary Foote



Workforce Arizona Council

November 30, 2023

Every **Arizonan** has a
career plan and the tools
and resources to get
there

Arizona's Workforce Challenges

Will we have enough skilled talent to meet the demands of our current and future business needs?

Our education, industry and supporting services in career development are desperate to connect our students and community members to clear pathways towards local careers.

1

Arizona Talent Needs are Becoming Increasingly Dire



Worker Shortage

2

Arizona Workforce Development is Disconnected



Changing Skill Needs

3

Arizona Career Choices are Confusing



Arizona is Attracting New Industries



90,000 New Jobs are Posted Daily

21K
JOB SEEKERS

155K
USERS

361
SCHOOLS & COLLEGES

119K
STUDENTS

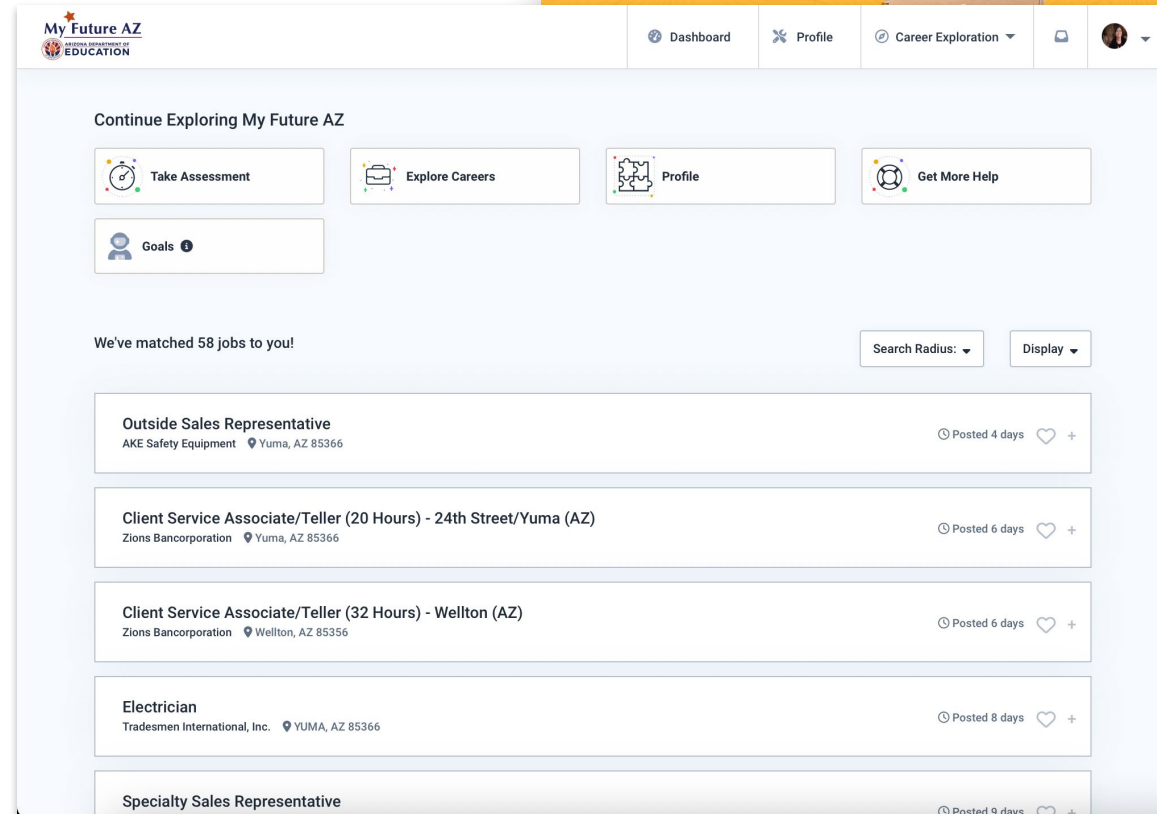
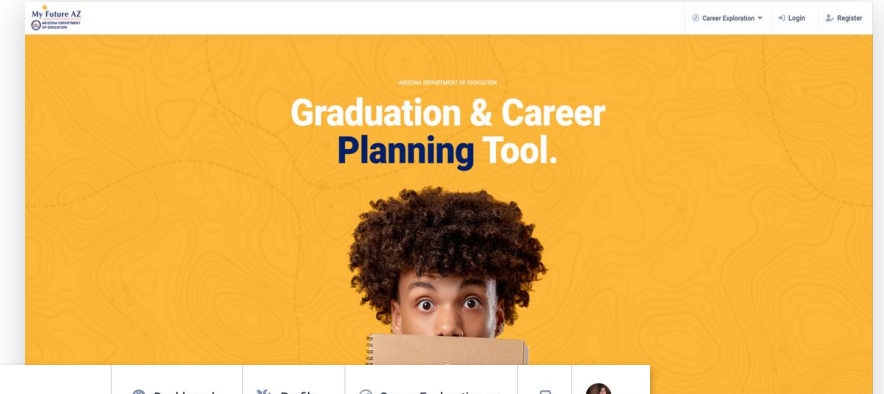
7.5K
COMPANIES

2,900
NON-PROFIT MANAGERS
AND CAREER ADVISORS

**Arizona partners and
community needs drive
our solutions.**

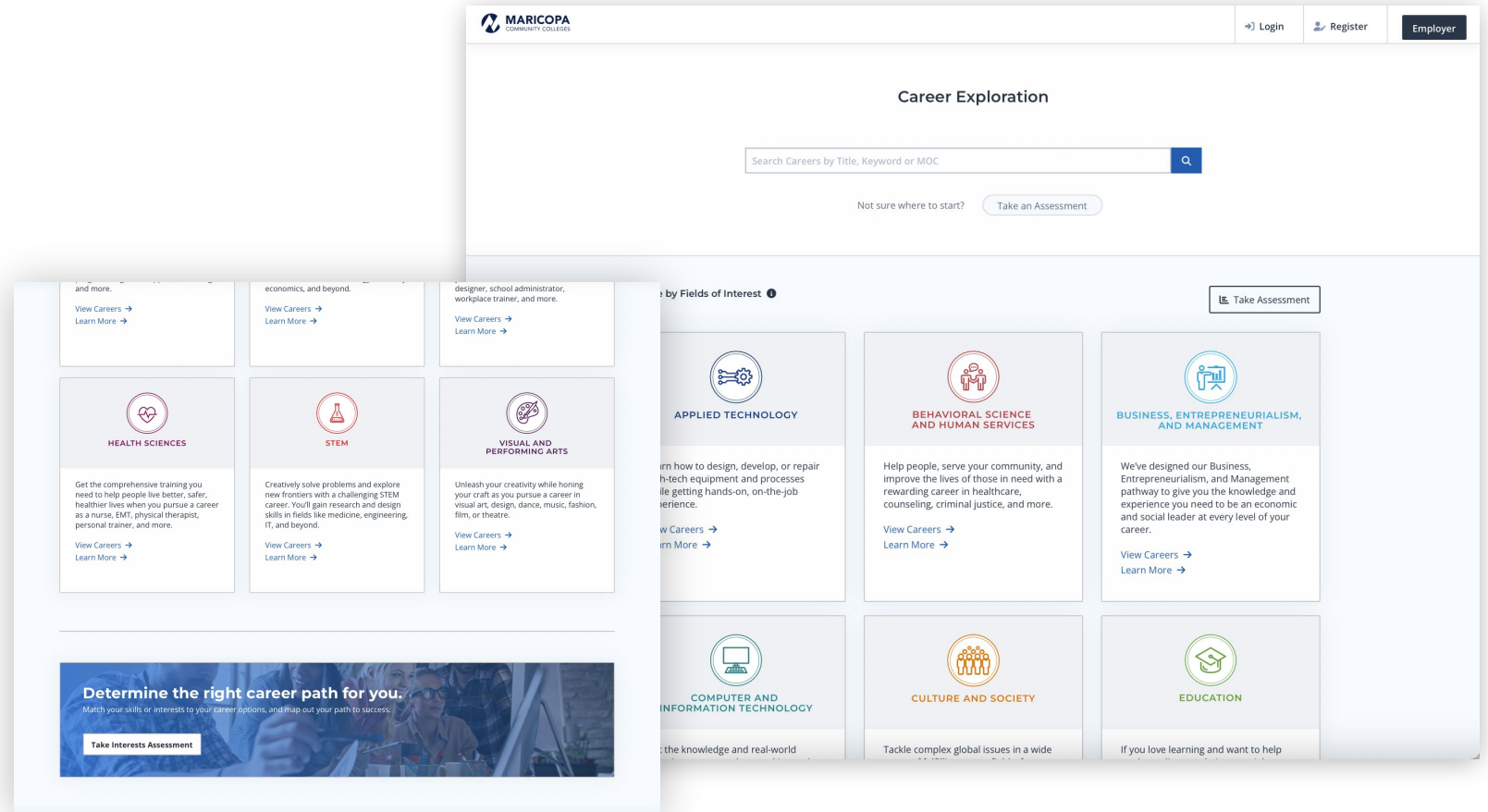
My Future AZ

In Partnership with the Arizona Department of Education, MFAZ is a robust career exploration and planning platform to help students complete their ECAP for graduation.



College Solutions

Pipeline AZ assists students' with **career navigation** in support of **guided pathways** by connecting them with local opportunities and information most applicable to their experiences and interests giving them tangible career and education goals.



Industry Solutions

Industry Hubs Create Spaces for **Talent Attraction**. These unique resources **align directly with the core workforce industries for Arizona's economy**. Industry hubs:

- Create common skills, career pathways, and upskilling
- Create relationships with key employers in Arizona
- Introduce unique recruitment opportunities for employers



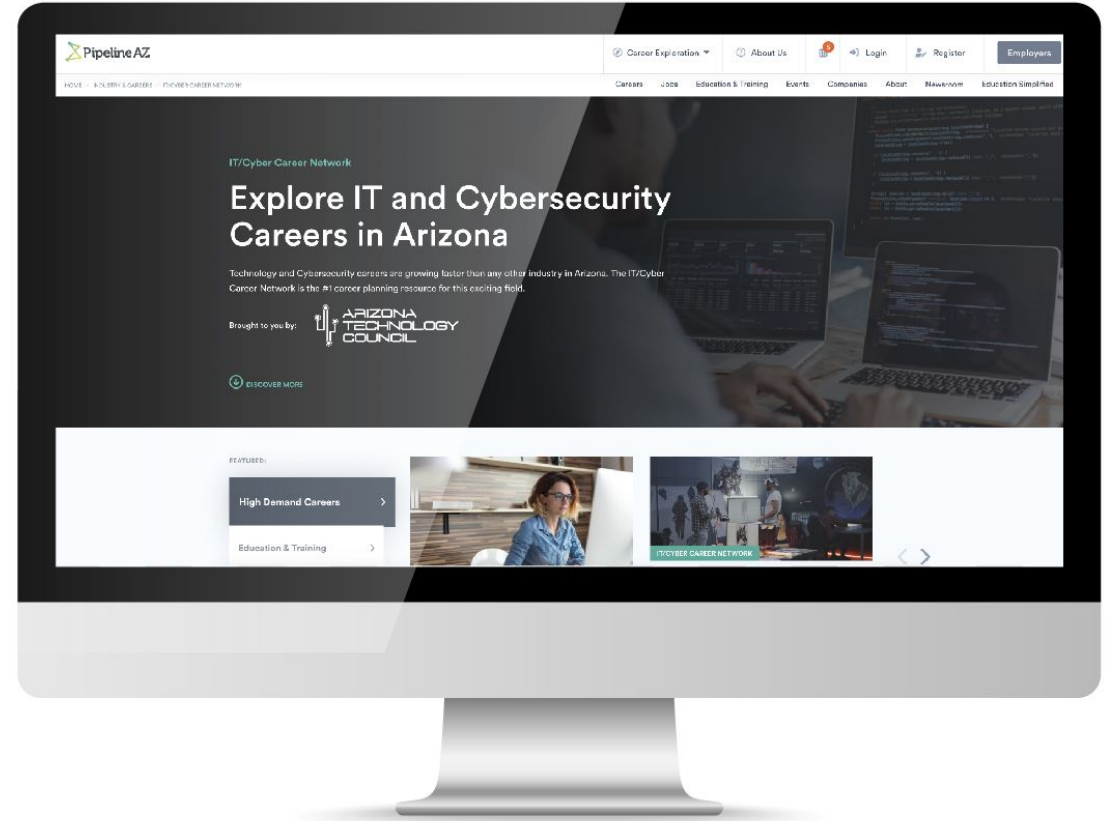
**IT Cyber
Network Hub**



**AZ
Healthcare
Careers**



**Hospitality +
Tourism Hub**



Partnership Opportunities

Our [career exploration and planning](#) opportunities make us a [great first step](#) for youth and job seekers unsure where to start.

[Apprenticeships](#) are gaining renewed focus for government and industry. How can we tell the story of apprenticeships to our youth audience?

Students make up $\frac{2}{3}$ of our user base. Schools and colleges are eager for more [work-based experiences/learning](#) to offer students.

EXPLORATION



APPRENTICESHIPS



WBLs



WORKFORCE DEVELOPMENT

Bridging the gaps between Arizona's workforce and employers through strategic partnerships.



We aim to rise above
the rest. Always.



Thank you!

For more information, reach out to
Info@PipelineAZ.com

To learn more as a job seeker, employer, partner or
community supporter, visit:
www.pipelineaz.com



2024 Convening



Stacey Faulkner, OEO

2024 Convening

"Crossroad to Connections"

January 11, 2024

Gateway Community College

(Central City Campus)

1245 E. Buckeye Rd.

Phoenix, AZ 85034

Convening

Agenda

9:00 am - 9:30 am – Welcome, Opening Remarks

9:30 am - 10:30 am – Business and Industry Panel

10:45 am – Noon – Industry Breakout Session

Noon – 1:00 pm – Networking Luncheon/Awards Presentations

Online registration opens in December

WORKFORCE ARIZONA COUNCIL ROUNDTABLE DISCUSSION:

State Plan- Goals, Strategies, and Implementation of Goals



Sara Agostinho, DES

AZ WIOA State Plan

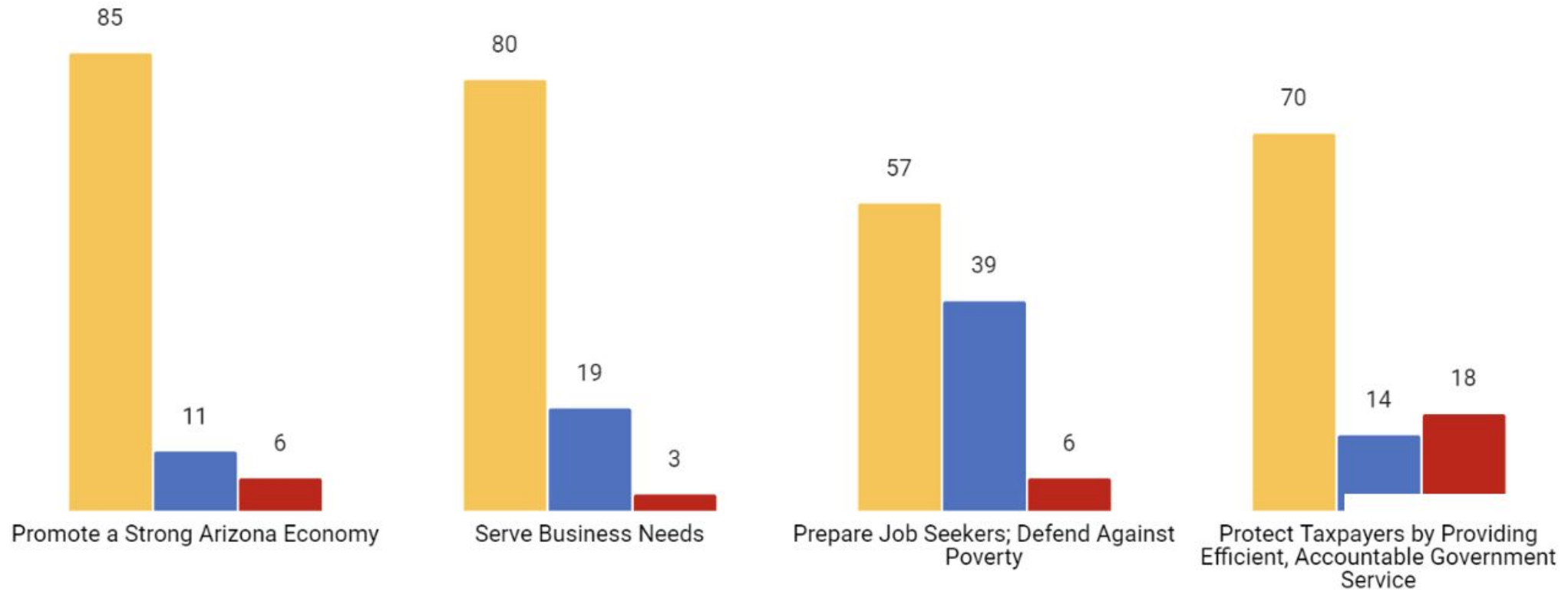
Workforce Arizona Council Roundtable Discussion

WIOA State Plan Development Outline

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 	Sept. – Nov. 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 	Now!
Operational Plan Contributors & Workgroups	<ul style="list-style-type: none"> Finalize state plan plans, strategies, and expected levels of performance Prepare plan for approval and share with stakeholder groups 	Nov. – Dec. 2023

Statewide Goals for Future Direction

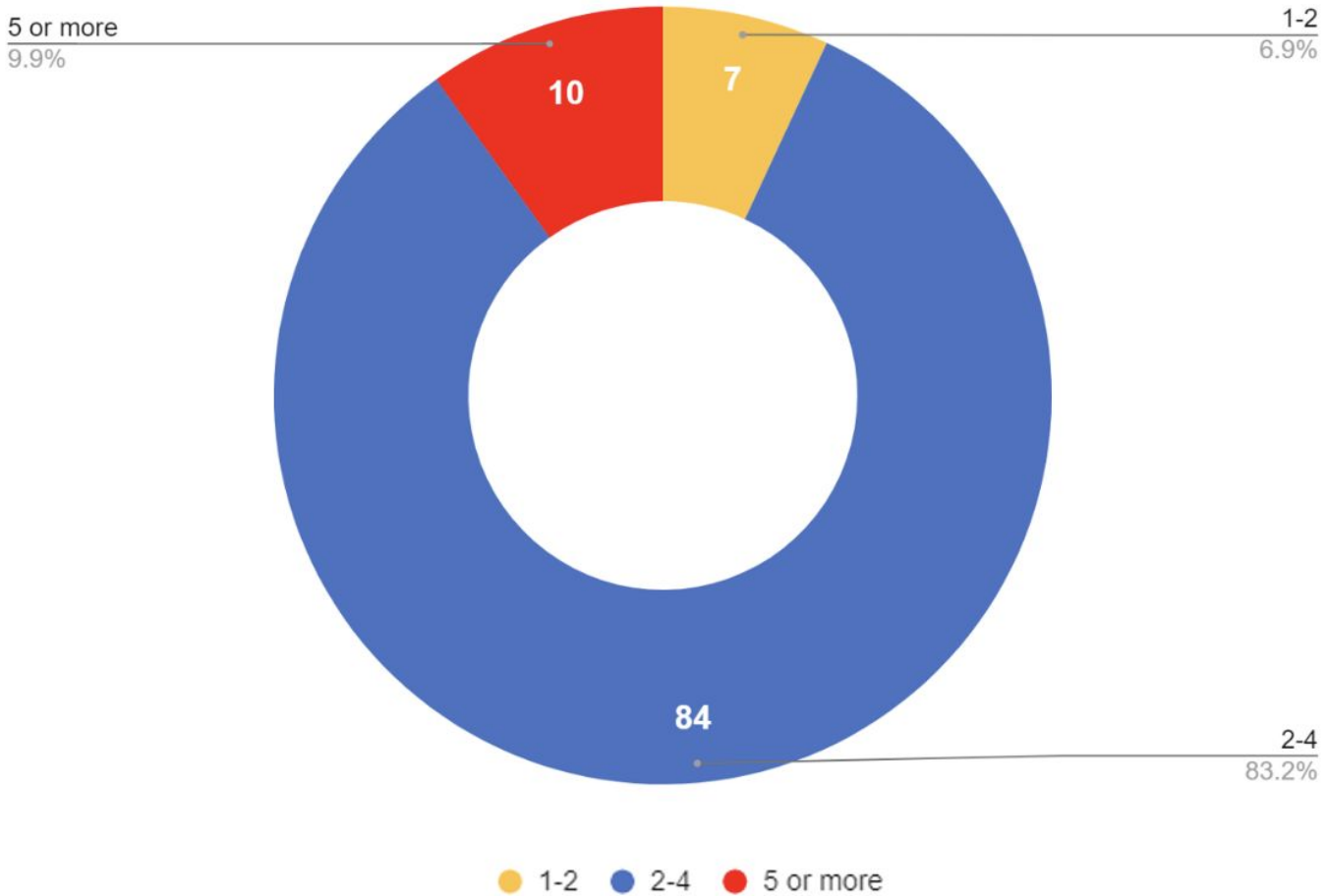
Goals – Connection to State’s Future Direction



■ Goal is Still Relevant - Keep as is! ■ Strengthen the Language but Keep the Focus ■ No Strong Connection To It - Start Fresh

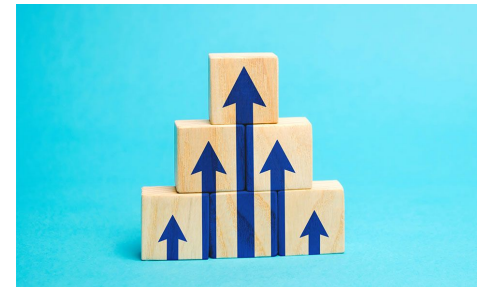
Statewide Goals for Future Direction

Going forward, how many goals should the State Plan Include?



WIOA State Planning Priorities

1. Leverage historic infrastructure investments
2. Investments that prepare workers for quality jobs
3. Data-driven decisions
4. Invest In Youth
5. Equity in service delivery & educational programming
6. Enhance supportive services offerings
7. Strategic partnering



WIOA State Plan Opportunities



- Foster statewide, systems-level partnerships
- Design and implement worker-centered, industry-driven career pathways
- Deliver equitable access to resources, programs, and wraparound services
- Enhance data-sharing systems and practices
- Prepare Arizona's youth for success in the workforce
- Increase the availability of and ease to access into high quality jobs

Potential Goal Focus Areas

WAC Strategic Plan Alignment

- Build worker-centered, industry driven career pathways & sector strategies that address the needs of all employers & workers
- Prepare Arizona's youth for success in the workforce by providing high-quality training programs & wraparound services
- Leverage statewide, systems-level partnerships to strengthen collaborative & coordinated services to shared customers
- Enhance a workforce system that offers seamless access to resources, programs, & wraparound services that ensures access to high-quality employment opportunities
- Implement data-sharing systems & practices to strengthen the coordination of services across core partner programs.

Goal

Strategy



Roundtable Discussion

WIOA State Plan Goal Focus

What should be the focus of WIOA state plan goals?



**THANK
YOU**

ARIZONA
OFFICE OF ECONOMIC OPPORTUNITY

