

Yavapai County Workforce Development Board August 14, 2019 Meeting Minutes

Attendees:	Present/Absent	Number of Absences in 2019
Anita Payne, Chairman	Present	0
Phil Tovrea, Vice Chairman	Present	1
Steve Silvernale	Absent	1
Gary Hassen	Present	0
Mark Timm	Present	1
Rick Duff	Present	0
Alycia Botkin	Present	2
Elaine Bremner	Present	0
Wendy Bridges	Absent	1
Tony Gauthier	Present	0
Kurt Greves	Present	2
Mel Ingwaldson	Present	0
Dee Jenkins	Present	0
Nancy Jensen	Absent	0
Ginger Johnson	Present	0
Craig Lefever	Present	0
Trista MacVittie	Present	0
Brenda Rhodes	Present	0
Christopher Tafoya	Present	1

Guests: Leah Cickavage, NACOG Operations Manager; Thomas Thurman, District 2 Yavapai County Supervisor; Marlyn Van Keuren, Assistant to Supervisor Thurman, Randy Garrison, District 3 Yavapai County Supervisor – Chairman; Eric Bedell, Aspen Communications; Natalie King, Aspen Communications; Edith Jaime; Jazmine Zepeda, Award Winner; Christine (Tina) Nelson, Award Winner; Jessica Shaner, Award Winner; David Brewer; Natalie Haertlein, Award Winner; Sherry Parker, Yavapai County Assessor’s Office; Judd Simmons, Yavapai County Assessor.

Staff: Teri Drew, Executive Director
Julia Sawyer, Executive Assistant

I. Call to Order/Welcome/Introductions

Chairman Payne called the meeting to order at 9:00 AM. She introduced new board members Trista MacVittie of Northern Arizona Healthcare and Brenda Rhodes of APS. Chairman Payne invited them to briefly comment about themselves. Both thanked the Board for the opportunity

to join the Workforce Development Board (WDB). She then asked everyone to introduce themselves around the tables. Chairman Payne thanked Executive Director Teri Drew for securing The Club at Prescott Lakes as the beautiful location for the Annual Meeting. Ms. Drew thanked everyone for their attendance and announced that lunch would be served following the Awards Ceremony. Chairman Payne noted that Public Comment Cards are available for the public to provide comments related to today's agenda.

II. Reading of the WDB Mission Statement

Chairman Payne read the Mission Statement of the WDB – “to build economic success through workforce development partnerships.”

III. Approval of the April 10, 2019 Minutes

Chairman Payne called for comments and questions regarding the Minutes from April 10, 2019. There were none. Chairman Payne called for a motion to approve the minutes as drafted, **so moved by Gary Hassen, seconded by Phil Tovrea. The motion carried unanimously.**

IV. Chair's Report

▪ Public Voice Appointment/Recognition

Chairman Payne announced that Labor Representative Rick Duff is the Program Year (PY) 2019/20 Public Voice representative of the Executive Committee. Mr. Duff was appointed to assume this role at the July 11, 2019 Executive Committee meeting. Chairman Payne then called on former Public Voice Representative, Mel Ingwaldson forward and presented him with a Certificate of Appreciation for his service as Public Voice during the last year.

Chairman Payne noted the full agenda and timeline to be completed by 1:00 today, and encouraged expediency throughout the meeting. She turned the meeting over to Ms. Drew for the Director's Report.

V. Director's Report

Ms. Drew began by passing around Conflict of Interest forms for each board member to complete for the coming year, encouraging that the members sign and return them today if possible, or to mail it back as soon as possible.

Ms. Drew shared a success story from a client who sought assistance as she applied for a job with Head Start. The client got the job she applied for and gave credit to Program Specialist Alex Gabaldon for his assistance with the application process, and thanked him for helping her take that first step. Ms. Drew noted appreciation when a client stops to thank staff for their guidance as they are successful in the pursuit of their careers.

▪ Program Update – Annual Report Distribution

Ms. Drew commented on the fast pace of business throughout the year and she thanked everyone for providing program data and information for the Annual Report. She noted that Kurt Greves and his staff at Sparklite produced the final product this year, and commended their marketing services. Ms. Drew passed around the Annual Report to those present and noted that the report will be mailed out to Yavapai County elected officials, partners, Chambers

of Commerce and other associations. She also noted that some updates were received from Title II after the final document went to print, so those changes were not reflected in this report, however, she verbally highlighted the changes to the totals of clients served and the percentage of measureable skills gains.

Ms. Drew remarked that, while the annual data shows less participation than last year, the impacts were considerable in terms of job placements and services provided.

WIOA PY 2019-20 Budget Reviews/Approval

Ms. Drew shared the PY2019/2020 budgets. She noted the hard work of the Executive Committee regarding the budgets and policies. She also noted that the State has approved eight lengthy new policies, including one that requires Workforce Boards to have a budget. Ms. Drew commented that this Board has had a budget for the past several years, but the budget must now break down as outlined in the policy. She noted that the full board must ratify the budgets.

- **WDB Board Budget**

Ms. Drew reported that the budget be adopted, including a fair share inclusion. She gave a brief overview of the budget, which totals \$199,433. She noted that NACOG will absorb the costs for salaries, fringe and Indirect Costs, items 1.1 through 1.3. The Executive Committee recommends that the balance, \$151,120, be divided into four equal shares among all partners. Ms. Drew noted that the policy states that the governor must be informed of the distribution methodology of the funds. She noted that the One Stop Committee, made up of all partners, is limited in their authority to approve budgets or commit funds on behalf of their respective agencies. The Committee suggested that each partner, (Title I – NACOG, Title II – Adult Basic Education, Title III Department of Economic Security (DES) Re-employment Services Administration, and Title IV – DES Vocational Rehabilitation Services) receive an invoice for their fair share portion of the budget so as to be in compliance with the law. Ms. Drew noted that a fair share effort has been going on for years, however, this year an equitable fair share must be established. She complemented Craig Lefever and Title II for committing a share to last year's budget, which was very much appreciated. According to the State policy, Career Services (Adult, Youth, Dislocated Worker, Rapid Response) are considered core services, and any common space within the Comprehensive One Stops, supplies and materials that are given out to the public are included in core services. Ms. Drew noted that the Executive Committee recommendation is for this budget to go forward as stated, and that the Partners would receive invoices for \$37,780 to cover their share of the costs. Chairman Payne called for questions and comments and a motion to approve, **so moved by Tony Gauthier, seconded by Mel Ingwaldson. The motion carried unanimously, with Craig Lefever of Title II abstaining.**

- **Title I Budget**

Ms. Drew introduced the Title I Budgets, noting that Federal law requires the Board to adopt the Title I budget. She noted that the Executive Committee has approved the Title I budgets and the full Board will ratify today. She noted that NACOG is the

Yavapai County Title I Operator, and this is the only Partner budget that must be adopted by the Board.

Ms. Drew began by noting that the Title I Budget includes Adult, Youth, Dislocated Worker. Allocations of funds across these programs are based on unemployment, under-employment and poverty in the area. She noted that each budget includes a maximum of 10% for administration with the remainder based on historical use or demand for services. Budgets go from July 1 through June 30 of each year.

Ms. Drew highlighted a few items on the Adult budget, noting a 7% allocation increase overall and a total of \$471,798. She noted that the “Other” designation includes rent, Xerox, materials & supplies, etc., and will be the same on all budgets. Ms. Drew commented that Training comprises 88% of the budget, totaling \$417,118, an increase of \$28,000. Supportive Services are 2% of the budget and includes items for individuals that help them update or maintain employment or training, such as rent assistance, daycare, gasoline costs, etc. Ms. Drew noted that budgets are fluid, although they are planned, funds are spent based on demand and flows in the direction of needs. Dee Jenkins asked for clarification on the contract term. Ms. Drew noted that the contracted budget is a two-year plan and funds are allocated annually. She noted that the money can be spent over a two-year period, and unspent funds go back to the State. Ms. Drew noted that Yavapai County typically spends all of their funds. Chairman Payne called for a motion and second to approve, **so moved by Mel Ingwaldson, seconded by Phil Tovrea. The motion carried unanimously.**

Ms. Drew continued with the Youth budget, noting that Youth services are for clients that are between the ages of 16-24 years. They include an in-school and out-of-school percentage requirements that must be met. Ms. Drew highlighted the youth budget, totaling \$453,164 – a 7% increase. She noted the Training distribution is 89% and is based on demand. Chairman Payne called for a motion and second to approve, **so moved by Dee Jenkins, seconded by Tony Gauthier. The motion carried unanimously.**

Ms. Drew gave Dislocated Worker budget highlights, noting that the total budget is \$609,017, a 2% increase over last year. The Dislocated Worker budget provides services to individuals who have been dislocated from income through no fault of their own, resulting from layoff or other separation from income, such as divorce. Ms. Drew noted that the Training budget for Dislocated Worker is allocated at 89%, \$541,115. Chairman Payne called for a motion and second to approve, **so moved by Mel Ingwaldson, seconded by Rick Duff. The motion carried unanimously.**

Ms. Drew noted that the final budget, Rapid Response, is mainly focused on events such as a major layoff in the county, or a layoff aversion opportunity, to help avoid the layoff or reduce the amount of employees laid off. She noted that there is no administration allowance in this budget, and funds for training are focused toward

salaries/fringe for staff to respond within 24 hours of notice, and “other”, which could be marketing or promotional opportunities, or for assistance for individuals that have been laid off. Chairman Payne called for a motion and second to approve; **so moved by Mel Ingwaldson and seconded by Mark Timm. The motion carried unanimously.**

- **Expenditure Report**

Ms. Drew noted another policy just approved by the Workforce Arizona Council is the Expenditure Report requirement. The Workforce Board is now responsible to review the expenditure of Title I funds. The Executive Committee has already reviewed the report and it is being provided to the Board for information purposes. This report is basically NACOG’s revenue and expense reports. Ms. Drew noted that the contract years run simultaneously, and this report covers contract year 2017/18, which has to be spent 100% prior to receiving additional funds. She noted that carryover funds can be spent only when all other funds have been spent and that 100% of funds have been spent for this reporting period. Ms. Drew explained that funds are spent on a “first in – first out” basis. Now the 2018/19 program year funds are being spent.

Ms. Drew noted that this report includes transfers of \$200,000 and \$300,000 from the Dislocated Worker allocation to the Adult category. This is due to the demand being higher in the Adult program than in the Dislocated Worker program. Ms. Drew remarked that spending for program year 2018/19 is on target, noting obligations through June 2019 for administration at 100% and some carry over in Adult, Youth and Dislocated Worker & Rapid Response. She remarked that Program Year 2019/20 was just approved and there are no expenditures because the first quarter has not expired yet. Dee Jenkins asked if moving money between budget categories requires board approval. Ms. Drew replied yes. She noted that money cannot move between administration and training; she further clarified that administrative money can be used for training, but training money cannot be used for administration. She also noted that the Chairman must sign for transfers. She concluded the expenditure report by asking for further questions, there were none.

- **Bylaws Action**

Ms. Drew noted that the earlier referenced policy changes will require many changes to the Bylaws. Per the current Bylaws, a vote must be taken by the Board in order to open the Bylaws for revisions, therefore it is her recommendation to vote to open the Bylaws to implement the new policies. Chairman Payne called for questions and comments, then for a motion and second to approve. **Mel Ingwaldson made a motion to open the Bylaws in order to implement the policy changes, Gary Hassen seconded the motion.** Chairman Payne called for a vote, **the motion carried unanimously.**

- **Policy Discussion**

Ms. Drew then opened a discussion on policies. She noted several new policies over the last year – eight new policies implemented by the Workforce Arizona Council and eight policies

from the Arizona Department of Economic Security, the fiscal agent. Ms. Drew noted that the Board must implement the policies if Yavapai County is to be funded. She reported that the recommendation of the Executive Committee is to adopt the policy handbook as written, noting that everyone has received a copy of the handbook in advance of the meeting. Ms. Drew also noted that this Board may add policies, but they may not take away from the State's policies. It is not Ms. Drew's recommendation to further restrict the delivery of services to our communities or the ability to serve on the Board by adding additional policies. Chairman Payne asked for questions or comments, then called for a motion to approve. **Tony Gauthier made a motion to adopt the State policies, seconded by Phil Tovrea. The motion carried unanimously.**

Ms. Drew closed her report by sharing another success story, noting that SC Audit and Accounting has been an outstanding employer partner over the years. Owner Stephen Crandall had a goal when he moved to the community to build a company in his home town. He successfully hired more than 28 individuals, most of which came through the NACOG Title I program. Ms. Drew noted that Mr. Crandall's story was recently published in Prescott E-News, sharing with other employers the benefits of using Title I services. She commended him, noting that he has acquired four other companies since coming back to Prescott two years ago. Ms. Drew reported that at a recent state-wide Workforce Leaders Convening, the Chairman of the Governor's Council shared this story with all of the state workforce leaders in attendance, highlighting Yavapai County. With that, Ms. Drew concluded her report.

VI. Annual Officer Elections

Chairman Payne turned the meeting over to Ms. Drew to report on the Nominations Committee and elections on behalf of Nominations Committee Chairman Elaine Bremner.

Ms. Drew reported that at the April 18, 2019 meeting of the WDB, the following were appointed to comprise the Nominations Committee: Elaine Bremner, Rick Duff and Nancy Jensen. The Nominations Committee met on June 10, 2019 and recommended the current slate of officers to continue for another term:

Chairman Anita Payne
Vice Chairman Phil Tovrea.

Ms. Drew then called for nominations from the floor; there were none. Chairman Payne called for a motion and second to approve. **Mel Ingwaldson made a motion to approve the slate of officers as recommended by the Nominations Committee. Tony Gauthier seconded the motion.** Chairman Payne called for a vote; **the motion carried unanimously.** Ms. Drew thanked Chairman Payne and Vice Chairman Tovrea for continuing to serve in their roles, applause followed.

VII. Youth Council Update

Chairman Payne turned the meeting over to Mel Ingwaldson for a Youth Council Update. Mr. Ingwaldson acknowledged the Board and Community for allowing the Youth Council to serve. He reported 16 youth participants in the Summer Youth Employment Program, with some extensions and potential permanent positions resulting. Mr. Ingwaldson noted that the

Committee chose to blend the selection of employers to include both private sector and public sector through various Yavapai County job opportunities County-wide. He acknowledged Leah Cickavage and the Title I staff for their work in the Summer Youth Program.

Mr. Ingwaldson reported that the Youth Council meets quarterly, and he expressed appreciation for each of the Youth Council members. With that, he concluded his report. Chairman Payne thanked Mr. Ingwaldson for his commitment to the Youth Council – applause followed.

Chairman Payne acknowledged the arrival of Board Members Elaine Bremner and Ginger Johnson and thanked them for attending.

VIII. One Stop Report

Chairman Payne turned the meeting over to Leah Cickavage to report on the end of Program Year 2018/19. Ms. Cickavage noted today's report is different than the usual format, noting that this report covers a comparison from Program Year (PY) 2017/18 to PY 2018/19.

Ms. Cickavage reported an increase in Title I On-the-Job Training services to clients as well as retention rates, noting 97% retention and job satisfaction. There were some declines in job creation this year, due to the full employment status of the County at this time. The Business Assistance Center (BAC) services increased as well, serving 474 individuals/businesses. Ms. Cickavage noted the purpose of the BAC is to provide access to small and home-based businesses to free business services, such as conference rooms, the "learn lab" – Arizona Career Readiness Credential services and proctored assessments.

Ms. Cickavage then reported that the Title II data varies slightly from the printed Annual Report referenced earlier, due to some later numbers being furnished. She noted that there are different reporting structures between partners, so not all data aligns the same, however she commended all for getting their annual data in for reporting to the Board. Regarding Title II, the data reported demonstrated 392 participants – a small increase. The Integrated Education and Training Program report is new this year, with 49 participants. The Measurable Skills Gain demonstrated 60% across participants.

Ms. Cickavage reported significant decreases in the Title III Re-Employment Administration report for PY 2018/19, noting a difference of over 4,000 individual served – likely again attributed to full employment in the County. Unemployment and Job Orders written demonstrated a significant increase, while Placements, Employer Contacts and Veterans Services reported significant decreases.

Title IV Vocational Rehabilitation reporting varied from the previous year, formerly reporting statewide data as opposed to Yavapai County data. This year, the program served 1,101 local participants with 125 job placements and a 72% retention rate. The average hourly wage was reported at \$15.10.

Ms. Cickavage concluded with the total number of clients served at 8,914 for PY 2018/19, a decrease of 9,567. She asked for questions and comments. It was noted that some of the increases could be due to more awareness of the programs offered around the County. Ms. Cickavage noted that Yavapai has increased marketing via television commercials and videos and outreach to community groups. Ms. Drew commented that the increase in demand for workers reflects employers doing their due diligence to market for their jobs both locally and out of state as well. Other comments followed regarding the use of social media for outreach. A question was asked regarding opportunities to partner with other agencies to develop training. It was noted that there are partners such as SCORE, a small business/entrepreneur mentoring program, available, and NACOG offers Financial Literacy classes to individuals as well. There were no other comments.

IX. ETPL Update

Chairman Payne called on Ms. Cickavage for the report of the Eligible Training Provider List (ETPL) Report. Ms. Cickavage reported that the ETPL is utilized throughout the state for Workforce Innovation and Opportunities Act (WIOA)-approved occupational skills training programs. Ms. Cickavage reported five new training programs for consideration and approval today, as well as 12 programs requesting renewal. She briefly highlighted each program, noting the costs and certification/credential being offered for each opportunity. Questions followed regarding the new Commercial Driver License (CDL_ training courses at Yavapai College, Chino Valley Campus, whether it is now being offered on site or via contracted trainers. Ms. Cickavage replied that it is being offered on site. Ms. Drew clarified for new Board members that, by approving this list, it allows us to spend federal dollars on these providers. Another question was asked for an explanation of the difference between CDL and CDT. Ms. Cickavage replied that CDT is Commercial Driver Training. Ms. Drew noted that NACOG only sends clients through training for whom licensing is attainable. Discussion followed regarding legal regulations that could keep certain individuals from obtaining a license to cross county/state lines due to judicial orders. Comments followed regarding the demand for CDL licensed individuals.

Ms. Cickavage then listed the programs that are requesting renewal, with the cost and certifications for each. A question was asked regarding the limitation of federal aid offered for some programs and not others. Financial federal aid is usually offered on programs that run 16 weeks or more. When Ms. Cickavage concluded, Chairman Payne called for discussion and a motion to approve the ETPL new providers and renewed training courses. **Elaine Bremner made a motion to approve the ETPL new and renewing programs, seconded by Mel Ingwaldson. The motion carried unanimously.**

X. Title III Presentation

Chairman Payne turned the meeting over to Christopher Tafoya, DES Field Operations and Program Administrator and Title III representative on the Board, for a presentation on Title III Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) Program and the SNAP Career Advancement Network (CAN). Mr. Tafoya shared a power point presentation regarding the programs, which focuses on providing workforce training for individuals that are receiving state food benefits in order to assist them on the path to self-sufficiency.

Mr. Tafoya noted that SNAP E&T services are currently provided in Maricopa, Pima and Yavapai Counties. He reported that Yavapai will have a lot of opportunities to participate, including the fact that NACOG has applied to be a third party provider through SNAP CAN.

Questions and comments followed regarding the availability of training and limitations regarding citizenship, and past abuses of the SNAP system. Yavapai County District 2 Supervisor Tom Thurman commented on problems with the food stamp program and the lack of oversight to how food stamps are used. Mr. Tafoya noted that there have been some changes in administration policy to increase strictness as to how they are used.

Mr. Tafoya shared the benefits of the services that are offered and summarized the SNAP E&T and SNAP CAN programs. He concluded and asked for questions and comments, sharing some helpful website links for the programs. Positive comments followed regarding the potential to reduce the time participants utilize the benefits and become self-sufficient.

XI. Member Comments

Director's Award Presentation

Following a brief break, Chairman Payne opened the floor for Member Comments. Ms. Drew took the opportunity to present the Annual Director's Award. She spoke of her efforts over the years to present this award to those who have greatly contributed to the Workforce Board and to the efforts of the Workforce Innovation and Opportunities Act (WIOA) in Yavapai County. This year's Director's Award goes to Craig Lefever, Title II Adult Basic Education Director, for his outstanding partnership in being the first to step forward with a fair share contribution to the operations of the WDB. A round of applause and a photo opportunity followed. Mr. Lefever expressed appreciation for the honor, and noted that in August the Department of Education is holding an Adult Education Institute, for which he was asked to sit on a panel with two other programs in the state and present what a good working relationship with a Workforce Development Board looks like. He acknowledged that this wasn't always the case, but he is proud to share what we are doing in Yavapai County.

Chairman Payne called for other Member comments, there were none.

XII. Public Comments

Chairman Payne called for comments from the public; there were none.

XIII. Adjournment

Chairman Payne called for a motion to adjourn the business meeting portion of the WDB Annual Meeting; **so moved by Gary Hassen, seconded by Chris Tafoya. The meeting adjourned at 10:55 AM.**

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XIV. Chairman's Award Presentation

Following a brief break, Chairman Payne welcomed the guests assembled for the Annual Awards Presentations.

Chairman Payne presented the 2nd Annual Chairman's Award to Executive Committee member Mark Timm, Human Resources Director for Yavapai Regional Medical Center (YRMC). Mr. Timm was acknowledged for the time and human resources expertise that he offered over the last year as the Executive Committee was going through the process of developing a job description and salary negotiations for the Executive Director position. Chairman Payne noted that the WDB leans heavily on Mr. Timm for his guidance and direction in the development of a vital workforce in Yavapai County. Chairman Payne presented Mr. Timm with a colorful engraved glass plaque. Mr. Timm thanked Chairman Payne for the honor and expressed appreciation for the opportunity to be a part of the WDB Executive Committee. A round of applause and a photo opportunity followed. Mr. Timm thanked Chairman Payne for the award, noting that it is a pleasure to serve with a great team.

XV. Annual Awards Presentations

Ms. Drew welcomed all of the award winners and their guests, and introduced Yavapai County Board of Supervisors Chairman Randy Garrison and Supervisor Tom Thurman to present the Annual WDB Awards to select employers and participants in the WIOA programs of Yavapai County. Ms. Drew expressed appreciation to Chairman Garrison and Supervisor Thurman for participating in this event over the years.

Title I Leadership Awards

Chairman Garrison thanked the Board for inviting them to preside over the Awards Presentations. He introduced the first Leadership Award to American Family Insurance, Natalie Haertlein Agency. Ms. Haertlein was being recognized for her apprenticeship program and the many opportunities she offers for those seeking a career in insurance. Chairman Garrison noted that Title I has worked with Ms. Haertlein to place 3 clients in new careers since 2018. A round of applause followed. Ms. Haertlein expressed appreciation to NACOG for the impact they have on the community and small businesses, acknowledging their partnership.

Aspen Communications – Supervisor Thurman introduced Eric Bedell and Natalie King from Aspen Communications and presented their award for offering Title I clients job opportunities in prosperous careers through their apprenticeship program, including Certified Communications Technician and Bookkeeping. Supervisor Thurman noted that Aspen Communications is a Service Disabled Veteran-Owned Small Business Concern. NACOG has a 100% retention rate through Aspen Communications, with three clients hired, three clients retained. Natalie King commented that she is appreciative of the clients that they have received through NACOG and thanked them for the award.

Chairman Garrison then introduced Yavapai County Assessor Judd Simmons and Department Supervisor Sherry Parker of the Yavapai County Assessor's Office. Chairman Garrison spoke about the large number of employees in the County and the opportunity to serve the community in a County capacity, and thanked Assessor Simmons and Ms. Parker for their participation in the Summer Youth Program. Assessor Simmons and Ms. Parker shared their experiences in the Summer Youth Program and expressed appreciation for the award.

Title I Achievement Awards

Supervisor Thurman introduced the first Achievement Award, which was for Kay Chapman, who was not able to be present as she took a job opportunity out of state. Ms. Chapman overcame barriers to achieve her goal to obtain her HAZMAT/CDL to take a job as an oil tanker driver – a non-traditional job for a woman. Staff will ensure that Ms. Chapman receives her award.

Chairman Garrison introduced Jessica Shaner, who was presented an Achievement Award for her perseverance in spite of significant barriers to become a licensed insurance provider at American Family Insurance, Natalie Haertlein Agency. Jessica expressed appreciation for the award and thanked everyone for helping her to achieve her goal.

Supervisor Thurman introduced Jazmine Zepeda, who received an Achievement Award for her determination to seek out the profession of her choice in bookkeeping with SC Audit and Associates while attending Yavapai College to obtain her Associates Degree in Accounting. Ms. Zepeda thanked her Program Specialist Sonya Liadis and NACOG for all they did to assist her in the pursuit of her career.

Chairman Garrison introduced Christine (Tina) Nelson, who received an Achievement Award for her completion of an On-the-Job Training (OJT) with the Coalition for Compassion and Justice (CCJ). After being laid off from a job at a local metal fabrication business in October 2018, she came to NACOG for assistance in finding a new job. Because of her bookkeeping experience, CCJ hired her, and Tina referred them to NACOG to partner with them to do an OJT. Tina expressed appreciation for the award and commented on the opportunities she has had with NACOG since 2011.

Supervisor Thurman noted that the next Achievement Award Recipient, Christy Delaney, could not miss work at YRMC to attend the Awards Ceremony. Accepting on her behalf was Mark Timm. Supervisor Thurman shared that Ms. Delaney is a Veteran of the United States Navy who came to NACOG for assistance with her National Council Licensure Examination (NCLEX) and fingerprint clearance. She passed the NCLEX and was accepted in the YRMC New Graduate Program. Mr. Timm noted that they will have an award ceremony at the hospital for her.

Chairman Garrison introduced Caleb Inzerillo, who was presented an Achievement Award as an In-School Summer Youth participant at the Prescott Center for the Arts. His boss sent an email to Program Specialist Art Askew noting the great work Mr. Inzerillo had done for them. Mr. Inzerillo thanked Mr. Askew and NACOG for the opportunity to work this summer.

XVI. Awards Luncheon

The meeting concluded at 11:23 AM and all award winners, guests and board members were invited to stay for the Awards Banquet.