



ANNUAL REPORT

JULY 2019 TO JUNE 2020



VADA J. PHELPS, EXECUTIVE DIRECTOR

Equal Opportunity Employer/Program.
Auxiliary Aids and Services are Available upon Request to Individuals with Disabilities.
Funded by WIOA Federal dollars serving Adults, Youth and Dislocated Workers.



Annual Report – July 2019-June 2020

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ARIZONA@WORK Southeastern Arizona
Workforce Connection
Annual Report – July 2019–June 2020

On behalf of the ARIZONA@WORK - Southeastern Arizona Workforce Board of Directors and staff, I am proud to present our Annual Report. We are pleased to share with you the report highlighting events and accomplishments from July 2019 to June 2020. We are proud of our accomplishments and ongoing efforts to support local businesses in our three county area, to provide them access to a skilled workforce and job seekers access to meaningful employment.

Since March of 2020, things have been up in the air as Coronavirus disease (COVID-19) has plunged the world into an unprecedented crisis, many people have been confined to their place of residence and must rely on information and communication technology. Our schools have had to move at the speed of lightning to be able to provide educational services to our students, without time to prepare. This has been a challenge for education, healthcare, work, and essential goods and services. We have been required to telework and ecommerce to telemedicine and remote learning. This is the first pandemic in human history where Information Technology and social media are used on a massive scale.

This pandemic is of fundamental importance to society and economies everywhere. It calls for solidarity, as much of our communities are still unconnected and left to fend for themselves.

I am extremely proud that, in spite of the governor's shut down orders and only allowing essential workers to be in work situations, AZ@Work Southeastern Arizona did not miss a day due to closure. We feel our services are essential to the health and welfare of our three counties. We did have reduced hours at some locations; however, none of our clients suffered.

This report is a testament to the efficient and effective services that our system has provided to job seekers and businesses over the past year, regardless of the pandemic. Our ability to find innovative and unique approaches to service delivery for our communities continues to thrive.

Our goals include creating workforce solutions to deliver excellent job opportunities to our citizens, by collaborating with area businesses, education and government. We are identifying in-demand sectors and working with our community colleges, and other training facilities, to design programs to meet these demands.

The Board of Directors, appointed by the Board of Supervisors, is made up of a majority of private sector business owners and decision-making staff, who have their finger on the pulse of the local economy. The board capitalizes on the diverse skills of its residents by helping develop a trained workforce.

In our three county area, we have four physical job center locations and one administration office:

Cochise: 2600 E. Wilcox Drive – Room H-106 Sierra Vista, Arizona 85635 (520) 458-9309 515 E. 7 th Street Douglas, Arizona 85607 (520) 364-8906	Graham: 1910 W. Thatcher Blvd. Safford, Arizona 85546 (928) 432-6936 Administration Office: 900 Carmelita Drive Sierra Vista, Arizona 85635	Greenlee: P.O. Box 816 558 N. Coronado Blvd. Clifton, Arizona 85533 (928) 439-4632
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GENERAL INFORMATION:

ARIZONA@WORK Southeastern Arizona is a nonprofit, federally funded employment and training agency that provides customer-focused workforce development services. We work closely with local businesses, educators and job seekers to ensure that our programs provide the needs of the communities we serve by facilitating skill development and career mobility, aligned with the business community needs, and enhance people’s ability to live and work in our three county region.

HISTORY:

President Barack Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014. WIOA is slated to be in effect for four years (2015-2020). We are hoping the federal government will reauthorize WIOA. As long as Congress continues to allocate funds, we will remain in business. As with the preceding Workforce Investment Act (WIA), it took many years for Congress to reauthorize under WIOA.

WIOA is overseen by the U.S. Department of Labor (DOL) and is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Congress passed the Act by a wide bipartisan majority; it is the first legislative reform in 15 years of the public workforce system.

WIOA provides a new opportunity to ensure that America’s Job locations remain effective and job-driven – responding to the needs of employers and preparing workers for jobs. The purpose is to better align the workforce with education and economic development. The private sector will continue to be the majority of the Local Boards. The balance of the Board is made up of Labor Representatives, Adult Education/Literacy, Vocational Rehabilitation, Higher Education, Wagner-Peyser, and Economic Development.

The law maintains the current One-Stop partners. It consists of Title I Adult Services, Youth Services, Dislocated Workers; Title II Adult Education and Literacy; Title III Wagner-Peyser Act of 1933 and Title IV Rehabilitation Act of 1973. There are more compressive performance measures. If you would like to look at the law, you may obtain it on the Department of Labor website or the State of Arizona website. The Department of Labor has already issued TEGl's (Training and Employment Guidance) and the State is putting out Guidance Letters. These are also posted on the website www.azdes.gov.

Now more than ever, effective education and workforce development opportunity are critical to a stronger economy of our three counties. We are preparing workers for 21st century jobs, while helping businesses find the skilled workers they need.

Our goals are to align workforce-training goals with the economic and education goals of our counties and make workforce programs more customer-focused.

We provide real-time labor market information about in-demand jobs, job search workshops, programs for job seekers, staffing and recruitment assistance, pre-layoff assistance and outplacement services, employee training and retention services, as well as professional development programs.

THE BOARD:

1. **PURPOSE STATEMENT:** The purpose as outlined in the WIOA law H.R. 803, is to amend the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training and education programs in the United States and to promote individual and national economic growth and other purposes.” Statewide and Local Workforce Investment Systems is to provide workforce investment activities, through statewide and local workforce investment systems, that increase the employment, retention and earnings of participants and increase occupational skill attainment by participants. As a result improve the quality of the workforce, reduce welfare dependence and enhance the productive and competitiveness of the Nation.

2. **BOARD MISSION STATEMENT:** The ARIZONA@WORK Southeastern Arizona Workforce Board will lead the regional workforce development system and collaborate with all partners to help businesses and job seekers prosper.

3. **BOARD VALUES STATEMENT:** Integrity – Self-Sufficiency – Respect – Teamwork – Initiative – Commitment and Individual Responsibility for Team Success.

4. **BOARD VISION STATEMENT:** ARIZONA@WORK Southeastern Arizona Workforce Development will position our citizens and businesses for increased and sustained economic prosperity.

5. BOARD MAKEUP:

Workforce Investment Boards are appointed by the Local Elected Officials:

1. 51% Representatives of business who are owners, chief executives or operating officers of the business or other decision makers
2. Representatives of local educational entities
3. Representatives of Labor organizations (not less than 20% of the Board) can include community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment.
4. Representatives of education and training
5. Representatives of governmental, economic and Community development
6. President of the Board must be from the Private Sector.
7. List of current Board Members is attached.
8. Also attached is the calendar of meetings for next year.

SERVICES:

ADULT AND DISLOCATED SERVICES:

We provide customized services to jobseekers, including the Dislocated Workers of Cochise, Greenlee and Graham Counties through job centers in Sierra Vista, Douglas, Safford and Clifton. Our staff is dedicated to providing job seekers the tools needed to enter the unique workforce of our three counties.

The clients meet with experienced career advisors and discuss their specific needs. They can then attend workshops that focus on various topics to understand how to negotiate the best possible employment situation. The list of our workshops can be found at the end of the narrative.

We also provide specialized services to specific populations such as veterans, youth, dislocated workers and older workers. We work closely with local businesses, educators, and individuals to ensure we provide opportunities that build the knowledge, skills and attitudes necessary to address the workforce needs of our three counties.

YOUTH SERVICES:

We provide Youth Services, which is an information-rich environment where youth, ages 16-24, can learn to conduct an effective job search, research careers, access job listings, find volunteer opportunities and much more. Staff provide resources, mentorship and assistance, which includes work experience where their careers are matched with employers offering work experience opportunities in the areas of their employment interests. The youth gain valuable skills, learn responsibility and receive income - the employers gain a motivated intern whose wages are subsidized by us. Job Training is also provided to eligible youth, and they are assisted with job search assistance and employment placement, following training.

BUSINESS SERVICES:

We work very closely with local businesses to ensure that our programs provide opportunities that build the skilled workforce needed by their businesses. When businesses need to grow their business, or a new business moves into our community, we can help find the quality candidates for their job openings. We can work to meet staffing needs directly, or through our quality connections with relevant community organizations.

We know that running a business comes with considerable challenges. If the business is considering layoffs, closing or shutting down the business operations, we can help with a smooth transition with ensuing compliance with legal requirements. We can save them time and help them to understand all the options available to them. We can help them with their outplacement services and retaining opportunities.

When businesses need to upgrade their employees' skills, we can provide their employees with professional development, help the business assess their training needs and connect them with resources that suit their business.

Finding and hiring good employees with the right skill set can be challenging. In many cases, candidates may have the right combination of enthusiasm and ability but lack specific skills required and needed by the employers. Therefore, we can provide an On-the-Job-Training experience, which is an intern position. We can then pay up to 50% of the salary of this position for a period of time. This allows the job seeker to learn specialized and complicated work, on the job, specific to that employer's needs. After which the employer has had the opportunity see that potential employee's abilities and be ready to offer the intern a full-time position.

Funding Allocations

1. Congress determines total allocation that goes to Department of Labor (DOL).
2. DOL disburses it to the states based on a formula consisting of three parts:
 - a. 1/3 based on number of economic disadvantaged
 - b. 1/3 based on the relative excess number of unemployed individuals
 - c. 1/3 based on number of unemployed in areas of substantial unemployment compared to total number of unemployed
3. State disburses the funds to the local workforce areas based on the same formula as above. Therefore, it does not matter how well or how poorly your areas perform—the allocation is the same.

Below is a chart showing our allocations for the 2020-2021 program/fiscal year compared to the 2019-2020 program/fiscal year. Overall, we actually have an increase of \$40,287 for the fiscal year 2020-2021. None of the Local Areas received a Rapid Response allocation for the 2020-2021 program/fiscal year as the Governor's office decided to retain the allocation at the State level. We have been informed the Arizona Department of Economic Security will be doing all Rapid Response events at the State level. To date, we have not been informed how the State will implement the Rapid Response changes. We do have carry over funds from the previous year we

are utilizing for Rapid Response events and layoff aversion during the 2020-2021 program/fiscal year.

	2019-2020		2020-2021	Increase
	Allocation		Allocation	(Decrease)
Adult	\$548,791		\$749,476	\$200,685
Youth	\$553,419		\$727,876	\$174,457
D/W	\$1,344,385		\$1,170,857	\$(173,528)
RR	\$161,327		\$ 0	\$(161,327)
Total	\$2,607,922		\$2,648,209	\$40,287

BUDGET TO ACTUAL REPORT

Included in this annual report is the 2019-2020 budget to actual report. The independent audit report and the state audit for the year 2018-2019 were completed with one finding, which has been corrected. We, for the past nine years have had no findings and we are still considered a low-risk auditee. The independent audit for the 2020-2021 should be complete soon. If you would like a copy of the independent audit report (when completed) please let me know.

PERFORMANCE MEASURES:

The State is trying to prepare a red and green report for all the required partners. They have not been able to do this. We cannot get a workforce report for our area, either, as the State has not been able to program their system based on the new multi-regression model now required by the federal government. However, we have been able to pull the numbers, a copy of which can be found at the end of this report.

CLIENTS IN TRAINING-EXITED OUT OF TRAINING

For the period July 1, 2019 to June 30, 2020, 330 participants were enrolled in our adult, dislocated worker, and youth training programs. During the same period, we exited 135 participants from training which are now either employed, moved on to secondary education or looking for employment.

K.E.Y.S. (KEEP ENHANCING YOUR SUCCESS) PROGRAM

We are now offering workshops to job seekers. Below is a schedule of the classes and class descriptions:

Monday	Tuesday	Wednesday	Thursday	Friday
Introduction 9:00AM	Introduction 9:00AM	Introduction 9:00AM	Introduction 9:00AM	Introduction 9:00AM
Interviewing with Confidence 10:00 – 11:30AM	Resume Coaching 10:00 – 11:30AM	Computer Basics 10:00 – 11:00AM	Interviewing with Confidence 10:00 – 11:30AM	Resume Coaching 10:00 – 11:30AM
Effective Job Search 1:00 – 2:00PM	Job Applications 1:00-2:30PM		Effective Job Search 1:00 – 2:00PM	Job Applications 1:00-2:30PM

Class Descriptions

Introduction

Learn: about services in the Job Center and what ARIZONA@WORK can do for you.

Interviewing with Confidence

Learn: Four parts of an Interview; basic interview practices; how to negotiate and ace the interview; first impressions count/dress to impress; attract vs. distract.

Effective Job Search

Learn: How to submit resumes and applications online; networking, and pluses of assertive job search techniques.

Resume Coaching

Learn: the Role of the Resume in your Job Search Activities; choose a format-Which is best for you? ; resume guidelines, and target your resume to the job desired.

Job Applications

Learn: Etiquette-Do's and Don'ts; discover how to successfully answer sticky questions; successfully complete on-line applications, and how to email your application and submit attachments.

Computer Basics

Learn: Computer hardware; understand how internet works; to use the internet, and mouse tutorials.

CAREER FAIRS

- 09/27/2019 – Fall Hiring Fair – Cochise College Downtown Center

HIRING FAIRS

- 06/25/2019 – Titlemax
- 07/09/2019 – ADOT Hiring Event Greenlee Co
- 07/11/2019 – Census Recruiting Event Graham Co.
- 07/19/2019 – ADOT Hiring Event Greenlee Co
- 07/23/2019 – Accent Care Hiring Event Graham Co.
- 07/26/2019 – Census Recruiting Graham & Greenlee
- 07/30/2019 – SWI Job Fair, Greenlee Co.
- 08/02/2019 – Echoing Hope Ranch
- 08/06/2019 – ACT Hiring Event
- 08/07/2019 – Teleperformance Hiring Event
- 08/16/2019 – ADOT Hiring Event Graham Co
- 08/21/2019 – U.S. Census Hiring Event
- 08/22/2019 – Teleperformance Hiring Event
- 09/03/2019 – SWI Job Fair Greenlee Co.
- 09/04/2019 – ADOT Job Fair Graham Co.
- 9/12/2019 – Graham County - Recruiting Event held for US Census
- 9/25/2019 – Graham County - Recruiting Event held for Alaskan Seafood Company UniSea Seafood
- 10/1/2019 – Greenlee County Hiring Event for Southwest Irrigation
- 10/7/2019 – Graham County Hiring Event for ADOT
- 10/07/2019 – ACT Hiring Event
- 10/23/2019 – Greenlee County Hiring Event for ADOT
- 10/31/2019 – Ft. Huachuca Fall Hiring Fair
- 11/12/2019 – US Census Recruiting Event Graham Co
- 11/14/2019 – US Census Recruiting Event Greenlee Co
- 11/18/2019 – MedStar Hiring Event, Graham Co
- 12/18/2019 – AZ Department of Corrections Graham Co
- 01/15/2020 – AZ Department of Corrections Graham Co
- 01/21/2020 – MedStar Graham Co
- 01/21/2020 – Southwest Irrigation Greenlee Co
- 01/24/2020 – Accent Care Graham Co
- 01/28/2020 – ADOT Graham Co
- 01/30/2020 – Chenega Recruitment Fair
- 02/05/2020 – ADOT Greenlee Co
- 02/27-28/2020 – Taylor Freeze (interviewed 179 people) Graham Co

EDUCATION FAIRS

- 10/23/2019 – Launch into Life, Benson High School, Benson
- 10/03/2019 – Buena High School’s Annual College and Military Night

STAFF PRESENTATIONS

- 08/19/2019 – Presentation to Cochise College 1st year nursing students
- 08/20/2019 – Presentation to Medical Assistant students
- 10/17/2019 – Presentation to Cochise College GED students in Sierra Vista
- 10/22/2019 – Presentation to Cochise College GED students in Douglas
- 12/11/2019 – Sierra Vista Chamber of Commerce Leadership Class Presentation

EVENTS ATTENDED

- 06/25/2019 – Meet and Greet with Iron Bow Technologies
- 06/26/2019 – Network at Noon
- 07/03/2019 – Cochise County Network Breakfast
- 07/19/2019 – Podcast Interview for Cochise Conversation
- 07/25/2019 – Greenlee County Chamber of Commerce Mixer hosted by Valley Telecom
- 7/27/19 – Back to School Resource Fair Graham Co.
- 07/30/2019 – FCI Mock Job Fair, Graham Co.
- 07/31/2019 – Network at Noon
- 8/07 to 8/09/2019 – Arizona Rural Policy Forum, Springerville, AZ
- 08/13-14/2019 – NAWDP Business Services Academy
- 08/16/2019 – 2019 Cochise Serving Veterans Resource Fair

- 08/19/2019 – Tombstone Chamber Annual Meeting and Dinner
- 08/20/2019 – Benson Chamber Breakfast – Guest speaker
- 08/22/2019 – FCI Community Relations Meeting/Luncheon
- 08/23/2019 – Ribbon Cutting for Americas’ Mattress
- 08/24/2019 – Home and Business Expo
- 08/28/2019 – Network at Noon
- 09/02/2019 to 09/05/2019 – California Workforce Association 2019 Meeting of the Minds Conference, Monterey, CA
- 09/09/2019 – Willcox State of the City
- 09/10/2019 – Good Morning Sierra Vista
- 09/17/2019 – 2019 AZ State Veterans Conference, Tucson
- 09/26/2019 – Federal Bureau of Prisons Re-Entry class
- 10/02/2019 – Military Affairs Luncheon
- 10/12/2019 – Manned table at Graham County Fair for Census Awareness/Census Jobs
- 10/23/2019 – ADOT, Greenlee Co.
- 10/24/2019 – TABE 11/12 training by representative from AZ Department of Education
- 10/24/2019 – 2020 Census Training

- 10/30/2019 – Network at Noon
- 11/01/2019 – 2019 Training Expo in Phoenix
- 11/05/2019 – Rural Economic Development Innovation (REDI) Steering Committee
- 11/06/2019 – Annual EEO Training by Rachel Goodman, H.R. Director
- 11/06/2019 – Cochise County Network Breakfast
- 11/07/2019 – Ribbon Cutting for Chenega Mios
- 11/10/2019 – Warrior Healing Center Open House/Block Party
- 11/12/2019 – Meet the Manager at Mountain Vista Independent Living
- 11/13/2019 – Maximize Facebook for Non-Profits training
- 11/15/2019 – Farewell for Emily Muteb (FMI) Greenlee Co.
- 11/20/2019 – Jacobs Open House and Job Fair
- 11/21/2019 – Business at Twilight
- 11/25/2019 – Security Manager Training in Sierra Vista office
- 11/26/2019 – Ribbon Cutting – Cricket Wireless (new location)
- 12/03/2019 – Ft. Huachuca Spouses New Comers Briefing
- 12/04/2019 – Cochise County Network Breakfast
- 12/6-8/2019 – Festival of Trees Graham Co
- 12/12/2019 – Business at Twilight
- 12/13/2019 – Attended 6th Annual Military/Veteran Community Summit, Tucson
- 01/07/2020 – Ft. Huachuca Spouses Newcomers Briefing
- 01/14/2020 – Good Morning Sierra Vista
- 01/14/2020 – Training with Vocational Rehabilitation
- 01/13/2020 – Guest on local radio podcast, Voice of the Valley
- 01/16/2020 – Business at Twilight
- 01/17/2020 – “How to Get Your Business On-Line
- 01/21/2020 – Benson Chamber Breakfast
- 01/28/2020 – Veterans Business Outreach Workshop
- 01/29/2020 – Network at Noon
- 01/30/2020 – Chenega Recruitment Fair
- 02/04/2020 – Ft. Huachuca Spouses Newcomers Brief
- 02/05/2020 – BNI Southwest Connection Chapter Meeting
- 02/05/2020 – Cochise County Network Breakfast
- 02/05/2020 – Military Affairs Committee (MAC) Luncheon
- 02/06/2020 – Ft. Huachuca Roundup
- 02/12/2020 – Attended Arizona Public Budget Briefing
- 02/18/2020 – Benson Breakfast
- 02/26/2020 – State of State Address with Governor Ducey
- 02/26/2020 – Ft. Huachuca Spouses Club Luncheon – Guest Speaker
- 02/26/2020 – Network at Noon
- 03/25/2020 – LinkedIn 101 Training
- 03/27/2020 – LinkedIn 2020 Training

COMMUNITY PARTNERSHIPS AND PANEL MEETINGS

- Graham & Greenlee Serving Veterans
- Graham County Substance Abuse Coalition (Monthly)
- Second Chance Gila Valley (Monthly)
- Veterans Day events planning
- Daily contacts with various employers
- Community Networking Meeting (Monthly)
- Greenlee County Tourism (Monthly)
- Freeport Community Partnership Panel (Graham and Greenlee Counties)
- Target Industry Strategic Planning (Graham and Greenlee Counties)
- 9/4/2019 - Greenlee County – Target Industries Strategic Planning Meeting – SEAGO
- 9/5/2019 - Graham County- Target Industries Strategic Planning Meeting with SEAGO
- 9/26/2019 - Graham County – Complete Count Committee (Census)
- 10/7/2019 - Graham County – presented/ MaryAnn to EAC and local High School councilors information regarding WIOA Programs / Funding
- 10/22/2019 - Graham County – Complete County Committee (Census)
- 11/5/2019 - Greenlee County – Rural Economic Development Innovation (REDI) Steering committee
- 11/13/2019 - Graham County – FMI Community Partnership Panel Meeting
- 11/14/2019 - Greenlee County – FMI Community Partnership Panel Meeting

- 01/09/2020 - Graham County – Gila Valley Food System Comm. Planning
- 01/14/2020 - Graham County – Census Complete Count Committee
- 2/11/2020 - Graham County – Census Complete Count Committee
- 2/12/2020 – Graham County – FMI Community Partner Panel meeting
- 02/18/2020 - Graham County – Graham County Health Improvement Workshop
- 2/20/2020 - Graham County – GED Meet and Greet at Safford Library

BUSINESS OUTREACH/DEVELOPMENT

- 06/24/2019 – Meeting with Desert Eagle Security to discuss hiring needs and posted jobs.
- 06/24/2019 – Meeting with Get-A-Grip to discuss hiring needs for expansion into the Sierra Vista area and posted jobs.
- 06/25/2019 – Meeting with Cochise College to discuss space for September 2019 Fall Hiring Fair
- 06/25/2019 – Meeting with representative for Sunna’s Korean Restaurant to discuss hiring needs and post job.
- 06/26/2019 – Meeting with the Herald to discuss monthly digital advertising plans and results.
- 06/26/2019 – Meeting with Allied Universal to discuss hiring needs in the Douglas Area and posted jobs.
- 07/24/2019 – Meeting with the new Assistant Dean of Workforce Development at Cochise College to discuss internships, apprenticeships, and how we can work together.

- 07/24/2019 – Meeting with 2020 Census Bureau to discuss advertising plan and hiring needs.
- 08/6/2019 – Monthly meeting with the Herald to discuss digital advertisements and reports
- 08/29/2019 – Meeting with Cochise College Assistant Dean of Workforce Development and New Head of Adult Education.
- 09/05/2019 – Meeting with the President of the Tombstone Chamber of Commerce to discuss how we can help and some ideas to build the relationship with Tombstone.
- 09/06/2019 – Meeting with the Transportation Director for Tombstone Unified School District to discuss hiring needs and post jobs.
- 09/06/2019 – Meeting with PPEP to discuss partnership and how we can work together.
- 09/11/2019 – Meeting with Job Corps – Laura Decker
- 08/13/2019 – Meeting with Beth St. Clair to discuss IT Apprenticeship Models that are working for Job Works Inc.
- 10/01/2019 – Meeting with Soldier Family Readiness Center to the loss of Employment Readiness on Fort Huachuca and how AZ@WK can assist.
- 10/01/2019 – Meet with Fort Huachuca Education Center to discuss possibilities of partnership to support military families and Soldiers/vets.
- 10/01/2019 – Fort Huachuca Department of Personnel Management to discuss being part of the In-Processing Briefings.
- 10/02/2019 – Met with Cochise College Center for Life Long Learning to discuss job posting.
- 10/02/2019 – Met with MG Potter and MG Barrett's husbands and two of the city council members to discuss the possibility of our involvement on post to support Soldiers, their families and veterans.
- 10/10/2019 – Met with Healthy Hearts Assisted Living Discussed Possibilities of funding for certifications for Caregivers
- 10/10/2019 – Met with Arizona Auto & Radiator Repair to discuss Apprenticeship and OJT Programs
- 10/11/2019 – Met with Owner of Uptown 3 Theatre to talk about our business resources and support we can provide and assist them
- 10/11/2019 – Mountain View A/C & Heating to discuss job posting.
- 10/11/2019 - Center for Academic Success to discuss job posting.
- 10/22/2019 – Meeting with JACOBS to discuss business resources and to talk about the open house / hiring event on the 20th of November 2019.
- 10/28/2019 – Meeting with owner of Schlotzsky's to discuss business resources and to post job.
- 10/29/2019 – Met with the Shoe Depot to discuss business resources and job postings.
- 10/29/2019 - Met with Ulta Beauty to discuss business resources and job postings.
- 10/30/2019 – Met with Life Care Center of Sierra Vista, Grasshopper Landscaping, Mountain View Gardens Independent Living, West End Pawn, Sierra Vista Symphony Association, Sierra Vista Realty, Legal Shield / Hooves
- 10/31/2019 – Met with SOS International, Jacobs HTASC, JACOBS JTIC, Central Intelligence Agency CIA, DHS/ICE Homeland Security Investigation, Johnson Controls, Junior Reserve Officer's Training Corps, Naval Warfare Center Weapons Division, U.S. Secret Service, BAE Systems, Booz Allen Hamilton, Chenega MIOS, DVS (Directviz),

Electronic Proving Ground - US Army (EPG), Global Dimensions, Information Systems Engineering Command - (ISEC) US Army, Iron Bow Technologies, Nemean Solutions, LLC, PROSYNC Technology Group, QSL (Quick Services LLC.), Raytheon, Semper Valens Solutions, Titania Solutions Group, Inc., 2020 Census Bureau, AIRSTREAMS Renewables Inc., Ant & J's Janitorial LLC, Bankers Life, Chandler Police Department, DEA (Drug Enforcement Agency), Federal Bureau of Prisons, Freeport McMoran, Mesa Police, Pima County Sheriff, Soldier For Life - Transition Assistance Program, Tucson Police Department, U-Haul, US Customs and Borders, US State Department, US Customs and Border Protection / AZ Field Intelligence Group, Yavapai County Sheriff's Office, Employer Support of the Guard and Reserve (ESGR), Fort Huachuca Career Skills Program, US Small Business Administration (SBA), Veterans Business Outreach Center.

- 11/01/2019 – Met with Titan Solutions to discuss job postings.
- 11/01/2019 – Met with Direct Viz to discuss job postings.
- 11/01/2019 – Met with SOSI to discuss job postings.
- 11/01/2019 – Met with Global Dimensions to discuss job postings.
- 11/01/2019 – Met with the Office of Economic Opportunity to discuss ACRC.
- 11/02/2019 – Met with Vectrus to discuss job openings and job postings.
- 11/04/2019 – Follow-up with Schlotzsky's on job order post and review resumes
- 11/13/2019 – Meeting with the Herald Review Media to go over October billing.
- 11/22/2019 – Met with O'Reilly Auto Parts to advocate for Job Seeker.
- 11/22/2019 – Met with Buffalo Soldier Corral to advocate for veteran.
- 11/22/2019 - Met with Wireless Network in Walmart to advocate for veteran.
- 12/09/2019 – Meeting with Agile Defense to discuss partnership and job postings along with business resources.
- 12/09/2019 – Meeting with the Buena High School Film Group to discuss AZ@WK video.
- 12/11/2019 – Greenlee Co Chamber Mixer hosted by Freeport McMoran
- 12/12/2019 – Meeting with Owner of Coffee & Brew to discuss OJT program and services.
- 12/14/2019 – E.A. Custom Laser Engraving ribbon cutting
- 01/03/2020 – Telephonic meeting with Arizona Regional Economic Development Foundation to discuss upcoming workshop and help spread the word.
- 01/03/2020 – Telephonic meeting with Cochise County HR to discuss job postings, resources and partnerships.
- 01/14/2020 – Chamber Mixer at Copper Steer Restaurant
- 01/15/2020 – Meeting with the Fort Huachuca Spouses Club President to discuss partnership and resources.
- 01/15/2020 – Telephonic meeting with Vista Beverage House to discuss job posting and resources.
- 01/16/2020 – Meeting with the Veterans Business Outreach Center (VBOC) to partner up on identifying Veteran Owned Businesses in the area.
- 01/17/2020 – Meeting with the head of the Soldier Family Readiness Center (Cheri Weber) to discuss a partnership with us and possible opportunities to share resources with Fort Huachuca Soldiers, families and civilians.

- 01/23/2020 – Greenlee Co. Chamber Mixer hosted by Studio 226
- 01/30/2020 – Meeting with Best Western plus in Sierra Vista to discuss Hiring Fair, resources and job postings.
- 02/07/2020 – Meeting with Premiere Alliance to discuss an upcoming Seminar that they plan on hosting for non-profit organizations called “Meaningful Conversations”.
- 02/11/2020 – Meeting with CTI Trucking in St. David to discuss hiring fair, resources and job postings.
- 01/25/2020 – Meeting with the HR for Canyon Vista medical Center to discuss resources, job postings, challenges in hiring and ACRC.
- 02/13/2020 – Meeting with ORSA Technologies VP of Western Conus Operations
- 02/28/2020 – Meeting with Eden Health to discuss job fair, resources, internships and programs.

Continue to meet regularly with various local business both in Graham and Greenlee Counties.

- Sean Wenham, FMI (Graham County)
- Emily Muteb, FMI (Greenlee County)
- Adam O’Derherty, United Way
- Mina Zammoron, U.S. Census
- Rhett Dodge, Boulevard Glass
- Janet Quinn, Trophies & Tees
- Laurie Cobb, Southwest Irrigation
- Stephen Rice, ADOT
- Michael Sanders, Johnson Motors Corp.
- Kathy Grimes, Graham County Substance Abuse
- Beth Holloway, FCI
- Vance Bryce, Graham County Chamber
- Stacy Scarce, Our Neighbors Farm and Pantry
- Victoria Silva, Safford/Graham County Library
- Corina Pino-Reyes, Valley Telecom
- Steve Junion, Valley Furniture & American Mattress
- Julie Morris, Child and Family Resources

- 9/10/2019 Graham & Greenlee Counties – Met with FMI with Teresa Celestine, Coye Trujillo, Lisa, Cheryl Christensen, discussed current openings and how best we could collaborate to help fill said openings.
- 9/11/2019 Greenlee County General outreach. Met with Chaparral Mini Market to discuss posting new job announcements
- 9/11/2019 Greenlee County- Met with Hilda’s Kitchen and Meat Market
- 9/12/2019 Graham County – Met with Johnson Motors- post current job opening for lot attendant

- 9/17/2019 Greenlee County - Met with Chase Creek Marketplace to discuss upcoming employment opportunities
- 9/17/2019 Greenlee County - Return visit to Conoco follow on current openings / general outreach
- 9/18/2019 Greenlee County - Met with Dallas Siminoe, Local entrepreneur looking for a place in Greenlee county to open a new business
- 9/18/2019 Greenlee County - Met with Greenlee County Attorney to discuss possible programs we have that could help his probationers
- 9/19/2019 Graham County – Met with Adam O’Doherty, United Way for possible collaborations / grants
- 9/24/2019 Greenlee County Worked with Laurie Cobb SWI to coordinate and schedule upcoming Oct 1 job fair
- 9/24/2019 Greenlee County – Return visit to Family Dollar to check on possible open positions.
- 9/25/2019 Greenlee County – met with Walter Johnson, Valley View Mobile Home Park we will place information in the new clubhouse as soon as they get it open.
- 9/27/2019 Graham County – Met with Sean Wenham FMI regarding ongoing discussion about apprenticeships
- 10/2/2019 Graham County – Met with La Paloma Restaurant, post new jobs in AJC
- 10/7/2019 Graham County – Vista Recycling to post current job openings
- 10/7/2019 Greenlee County – met with ADOT to schedule upcoming 10/23/19 hiring event for Greenlee County
- 10/9/2019 Greenlee County – Met with Ace Hardware manager to discuss posting new jobs with ARIZONA@WORK & in AJC
- 10/9/2019 Greenlee County – Town & Country, discussed current hiring needs possible Transitional work experience positions
- 10/12/2019 Graham County – Met with Dustin Welker, County Manager, to discuss Census jobs
- 10/15/2019 Graham County – Met with Hamilton Construction Contractor for parking lot construction
- 10/16/2019 Graham County – Working with Scarborough Pumping re: jobs to be posted
- 10/17/2019 Greenlee County – Eric Ellison, Greenlee Co. Diversion Officer. Working to schedule meeting with Katrina to discuss WIOA programs
- 10/18/2019 Graham County – Meg’s Place, New business in Graham County. Went to introduce ARIZONA@WORK
- 10/23/2019 Greenlee County – Worked with Dorsha Frye to get ready for Greenlee County Chamber mixer – set up
- 10/23/2019 Greenlee County – Met with Akos Kovach
- 10/28/2019 Greenlee County – General outreach/ Return visits to Duncan Valley Electric Coop, Country Chic. Building relationships with local business

- 11/1/2019 Graham County – Met with Kentucky Fried Chicken to post open positions
- 11/5/2019 Greenlee County – Met with Emily Muteb FMI community relations
- 11/5/2019 Greenlee County – met with PJ’s restaurant about open positions
- 11/5/2019 Greenlee County – Met with Sabrina Dumas, Clifton Library Director, restocked outreach material
- 11/5/2019 Greenlee County – Duncan Library, Restocked outreach material
- 11/5/2019 Greenlee County – Eric Ellison, Greenlee County Diversion Officer called for information about WIOA programs for one of his clients, we will schedule meeting with his client and Katrina
- 11/12/2019 Graham County – Met with Open Loop Energy to discuss open positions.
- 11/14/2019 Greenlee County – Met with Emily Muteb FMI
- 11/14/2019 Greenlee County – H&S Western Wear Jackie Hewitt, Business outreach visit talked about open positions both in Morenci and Safford
- 11/15/2019 Graham County – Met with Carpet Tile & More, discussed posting open positions and possible WIOA programs like transitional job experience.
- 11/18/2019 Graham County – Hosted MedStar in Safford office for interviews
- 11/26/2019 Greenlee County – Met with new local business owner Alicia Goodwin, Blessed & Obsessed Boutique possibly interested in transitional work experience and also her daughter would like more information regarding training opportunities
- 12/2/2019 Graham County – Met with Boulevard Glass to discuss transitional work experience.
- 12/11/19 Greenlee County General Outreach – Follow up with Susan Snyder – Chase Creek Marketplace
- 12/11/2019 Greenlee County – Met with Theresa Greenwell, owner, The Headframe Apothecary
- 12/12/2019 Graham County – Met with Misty Rhodes, DOC to schedule upcoming hiring events in Safford office.
- 12/14/2019 Graham County – Met with David Wells, owner EA Custom Laser Engraving, New business opening in Graham County.
- 12/18/2019 Greenlee County – General Outreach. Follow up with Alicia Goodwin about possible work experience.
- 1/10/2020 Greenlee County – Coordinated with Laurie, SWI for upcoming hiring event in Clifton office 1/21/20
- 1/16/2020 Greenlee County – General Outreach. Met with Tom Powers, Morenci Schools possibly going to their career day.
- 1/16/2020 Greenlee County – Marlena Thornberry, FMI upcoming projects at Freeport.
- 1/18/2020 Greenlee County – Derek Rapier, Greenlee County Administrator, Discussed WIOA programs and will schedule a time to discuss further with Katrina.
- 1/18/2020 Greenlee County – Bobbie, Manager Dollar General. Discussed open positions

- 1/21/2020 Greenlee County – Shannon, General Manager Southwest Irrigation, talked about hiring events and open positions, upcoming projects.
- 1/18/2020 Graham County – Esther Rullan, Accent Care, scheduling times for hiring events and interviews.
- 1/23/2020 Greenlee County – Akos Kovach and Erika Gonzalez to discuss Women’s Career Expo and start working on a multi company job fair for Greenlee County.
- 1/23/2020 – Met with Derek Rapier Discussed Women’s Career Expo and WIOA programs.
- 1/23/2020 Greenlee County – Monica, Owner Studio 226 has open positions and would like to have posted in Clifton office
- 1/31/2020 Greenlee County – Follow up with Akos and Erika about upcoming Greenlee County Job Fair.
- 1/30/2020 Graham County – Met with Boulevard Glass to discuss collaborating with them for a Transitional Work Experience.
- 2/3/2020 Graham County – Met with Sheryl Goodman, owner Taylor Freeze to schedule and begin planning job fair for the new location.
- 2/4/2020 Graham County – Phone meeting- Linda House Rucker Restaurant (Jack in the Box) Will be needing help with hiring event for new location as they get closer, currently looking for a manager
- 2/5/2020 Graham County – Phone meeting with Jocelyn Rodriguez, Harbor Freight they are ready to schedule a job fair in Safford for the new location.
- 2/5/2020 Greenlee County – Worked with Crystal Garcia, ADOT to schedule interviews for the hiring event.
- 2/6/2020 Graham County – General outreach, Main Street Bean, El Charro Restaurant, Sparks Home Store.
- 2/11/2020 Graham County – Michael Sanders, Johnson Motors. Post open positions
- 2/11/2020 Graham County – Met the new Census Liaison for Graham County Ashley Smith. We will continue working with her to find census takers.
- 2/12/2020 Graham County – Met with Tiffany McKinney, FMI, about the new application process for Freeport.
- 2/13/2020 – Greenlee County – General Outreach, Follow up with Ace Hardware regarding open positions. Dusti Robinette, Town and Country - no open positions at this time.
- 2/14/2020 Graham County – Rodrick Hogg, Valley Furniture, Post open positions in office and on AJC
- 2/17/2020 Greenlee County – Covered Clifton office
- 2/18/2020 Graham County – Met with Dave Shank and Craig Evans would like to post open positions in office and possibly AJC also may be interested in transitional work experience program.
- 2/20/2020 Graham County – Met Robert Freeman, Adult Ed. Director GED, meet and greet.
- 2/25/2020 Graham County – Meet with Sheryl, Taylor Freeze to finalize plans for 2-day hiring event.

JOB CENTER STATISTICS BY LOCATION:

Below is a summary of the number of visits to our job centers during 2019-2020 and 2018-2019:

	<u>2019-2020</u>	<u>2018-2019</u>	<u>Difference</u>
Sierra Vista	11,010	12,273	(1,263)
Douglas	8,188	11,025	(2,837)
Graham County	7,932	10,741	(2,809)
Greenlee County	499	1,008	(509)
Grand Totals	27,629	35,047	(7,418)

SUCCESS STORIES – CLIENTS

ADULT AND DISLOCATED WORKERS

1. D.W. Successfully completed EMT classes at Cochise College and is now a certified EMT, currently job searching.
2. N.W. Successfully completed truck driving school, obtained a CDL
3. W. K. Successfully completed truck driving school, obtained a CDL
4. J.M. Successfully completed truck driving school, obtained CDL and is now working full time earning \$21.00 per hour.
5. B.T. Successfully completed RN program, currently waiting to take AZ. State Board exam.
6. E. A. Successfully completed RN program, currently waiting to take AZ. State Board exam.
7. C.O. Completed 1st yr. Cyber Security college classes, current GPA 4.00
8. C.E. Completed 2nd yr. Cyber Security college classes, current GPA 3.37. Now preparing to take Security Plus exam.
9. A.W. Completed 2nd yr. Cyber Security college classes, current GPA 3.75. He has been selected to the DoD CySP Scholarship through the UA/NSA for fall classes 2020. He has been offered a GS position at the NRP office in Washington DC once he receives his degree.

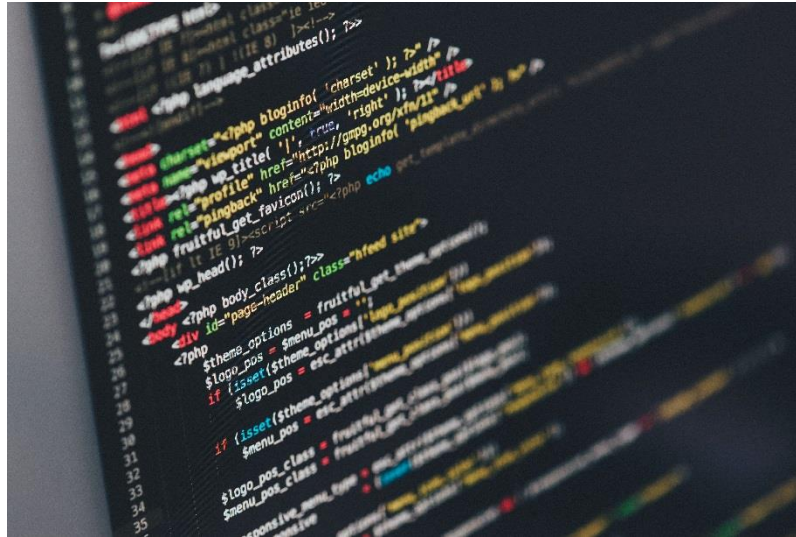
I am currently working with 4 individuals who graduated the 1st ever LPN program at Cochise College in December 2018. Three are single Mothers with young children. The other individual was homeless when he came to me seeking help with the LPN program. My homeless gentleman was equivalent to the Salutatorian of the class. One commutes from Rio Rico, and one from Benson, the other two live in Sierra Vista. All of them have been

successfully working as LPN's for at least a year (and just seeing their confidence level now is just awesome). They recently applied to the LPN to RN bridge program and got accepted. They just started their classes May 26th and should be graduating in May of 2021 and eligible to take their RN State Boards. Me personally, I am very proud of what they have accomplished, and I know they are too!! Best wishes to them in successfully completing this next journey!!!



YOUTH

I would like to express my profound appreciation for the PYQ program. In 2015, I was searching for a potential career path that I would like to pursue. I was in sophomore year of high school. I joined the Running start program at Cochise College in pursuit of a Computer Science degree. After a long semester, I found that this degree program was not for me. I was anxiously searching for a change in scenery. I accidentally stumbled upon the PYQ program, within days of applying for it, I was accepted. I knew Cybersecurity had been a passion of mine, and this gave me a way to be able to obtain a degree and some experience in the field. This program provided me with on-the-job experience, in the form of internships, at Cochise College IT department. This position ignited my passion for building computers and tinkering with them. I eventually graduated in May of this year with my Associates Degree in Cybersecurity from Cochise College. While I was in college, I obtained a security plus certification, with the funding of the PYQ program. My degree and certification made me a desirable candidate in the I.T. field. Within a month of graduating, I was accepted as an Asset Manager at Apex Systems. The opportunities provided by PYQ have secured my future for me and my soon-to-be wife. I am only 19, and already have a job paying \$52,000 annually. I could not have been given a better opportunity, and can only point to the mercy of God.



The PYQ program has always been there for me, whether my car had a problem that prevented me from getting to school, or I had difficulty finding jobs. I cannot thank you and your company enough for first believing in me ever since I applied for the program.

Mrs. Hoppman, you have been an incredible advisor and an absolute pleasure to work with. Thank you for being kind and quirky (never a dull moment).

The PYQ has helped me in more ways than I ever thought imaginable. There is no way I would have been able to accomplish everything that I have, and things that I am still doing and moving on to do, without this amazing program.

I had moved out with a roommate prior to joining the program, but I was jobless no matter how many resumes and applications I wrote. I worked once before, a few years ago, and I couldn't get a job with only a little experience in a specific career that I wasn't interested in. And I was in my second year of college, trying to figure out how I was going to transition to the university I really wanted to go to.

The PYQ has helped me start the path to success I have worked for. I got an internship that helped me learn to live on my own, and showed me a different path to success that I enjoyed. I changed my goals, while learning a lot of skills that will help me in the two fields I am pursuing, video editing and social media managing. They have shown and taught me skills that I can now apply to my job searches in the future. They have helped me realize, achieve, and work towards goals. I graduated Cochise College, got my Associate's Degree, and am working towards being a student at the University of Arizona. The program has helped me buy supplies, and repair my vehicle to get to the campus and back home. This program has changed the direction of my life in ways that will forever impact my actions from here on out.

Thank you so much for these opportunities.

I would like to thank you for being a part of my schooling career! I would not have been able to succeed as fast as I did without the help of this program. Not only did you provide me with endless financial support (which was my main worry about furthering my education) but you helped me in any other way I needed. I felt connected socially, and that helped me to be more confident in myself and my abilities to learn.

When I first enrolled at Cochise College, I was under the impression that I would get federal financial support along with some school scholarships. However, after finding out that I was not eligible for financial aid, I really began to worry. Although the school and FAFSA system thought my mom was helping me with school, this was not the case. So just based on this, finding out that a program like PYQ existed was great news! To go even farther to find out that I was eligible for the PYQ and could still attend school while not having to worry about finances was really a miracle.

Thanks to this program (and my wonderful case manager LeeAnn) I was able to graduate in just two years! This program allowed me to really focus on schooling and building my GPA so that I can transfer and move on with great experience and knowledge! The PYQ program really motivated me to get my schooling done in two years flat. It is also a continuous relief that I will continue to get some assistance for my transfer! Knowing that I will be eased out of the program by getting some aid for one more year makes me feel much less anxious about transferring. Especially because this will be the first time I move away from home, so it is great to know that I definitely won't be alone!

Finally, this program has provided me with social connections throughout my hometown, which no doubt will help me in furthering my education at the U of A. By easing my financial burden, my dreams seem much more in grasp. This program has built up my confidence in ways that allow me to grow as an individual student. I have never felt more dedicated to continuing my education that I have with the constant support of LeeAnn and the PYQ!

Thank you for everything that you've provided and helped me with. The PYQ has definitely been a strong foundation in my journey to obtaining a Ph.D. I am very glad that my educational career began here with this program!

I wanted to thank you again for your tremendous help with the successful opening of J1654 in Safford. It has been incredibly crazy (in a good way). We could not have been able to do this without the assistance of your office. Your support, guidance and continued referrals were second to none.

We never imagined when we started this project, (and during the many discussions regarding the various challenges we would need to overcome) that next to our site, we would have a group of angels helping us deal with one of the most scary challenges—staffing.

On behalf of our beloved brand and Rucker Restaurants—a HUGE thank you to Arizona@Work and your team.

Social Media Sites

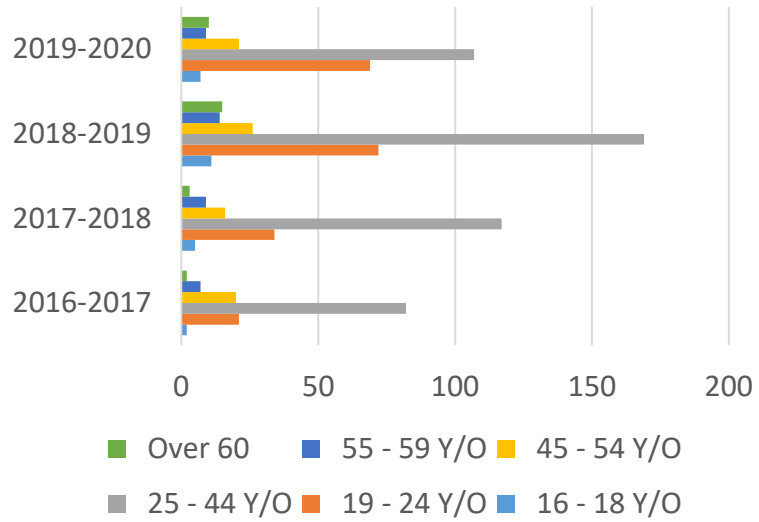
Please follow us on our social media sites for upcoming information:

Facebook: www.facebook.com/SEAZWorks

Twitter: www.twitter.com/SEAZWorks

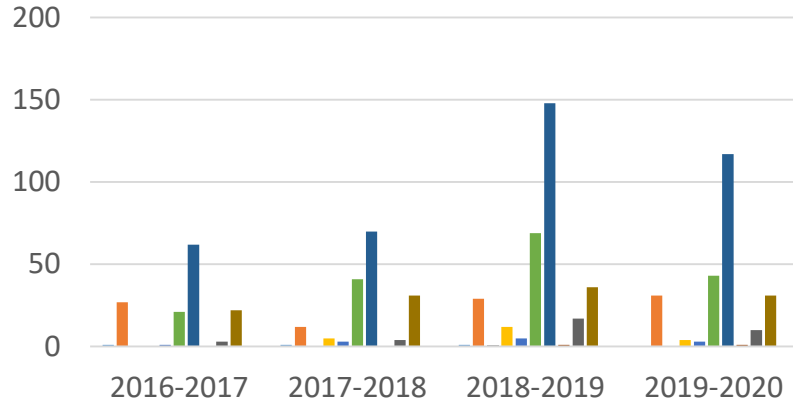
LinkedIn: www.linkedin.com/company/seazworks

Age

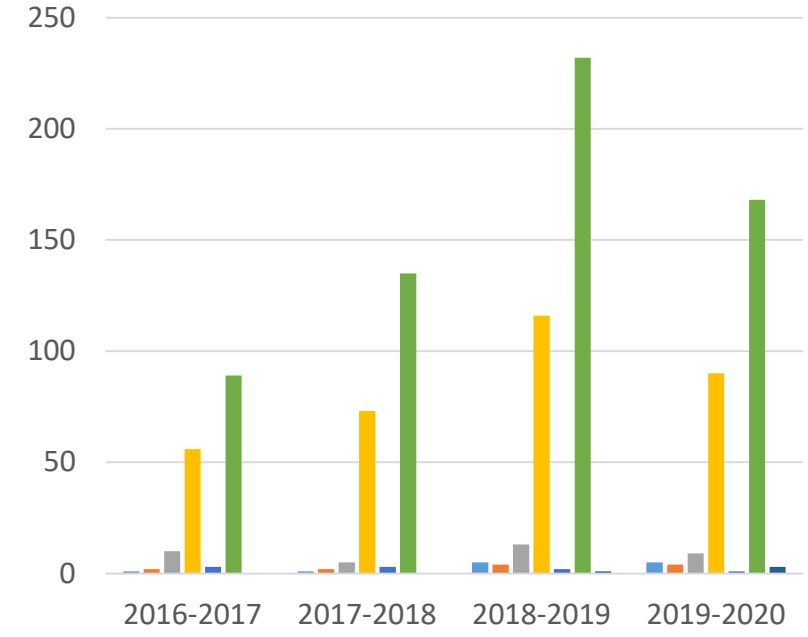


Adult

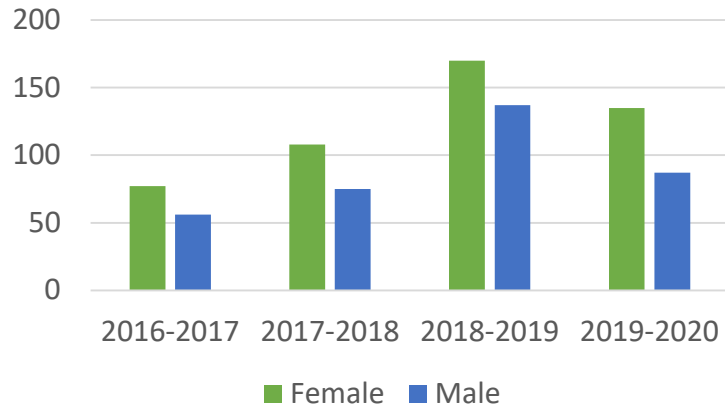
Barriers



Ethnicity



Biological Gender

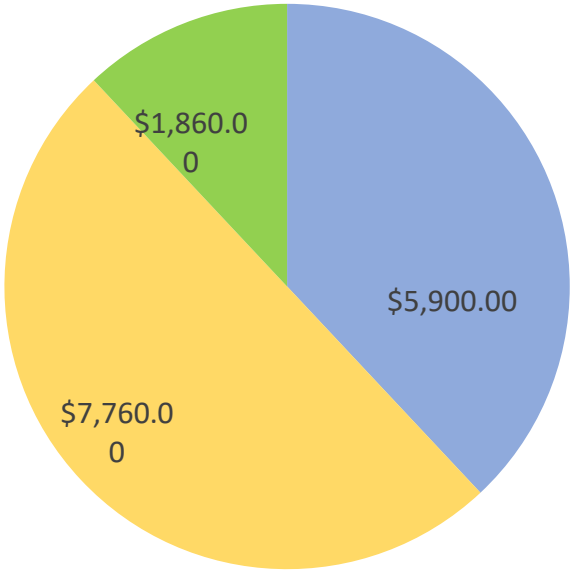


- Displaced Homemakers
- English Language Learners
- Exhausting TANF within 2 years
- Ex-offenders
- Homeless Individuals
- Long-term Unemployed
- Low-Income
- Migrant and Seasonal Farmworkers
- Disabilities
- Single Parents
- Youth in foster care
- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White
- More Than One Race

Adult

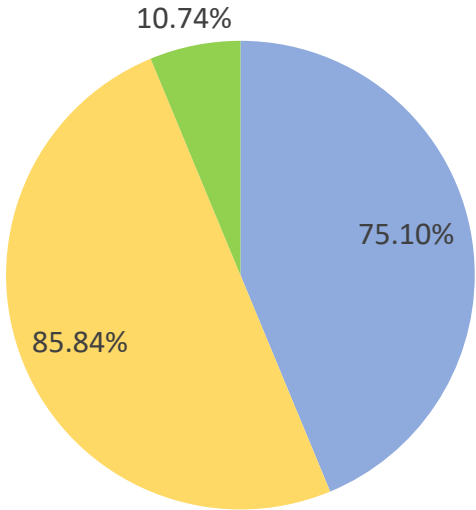
07/01/2018-06/30/2019
Median Earnings

25



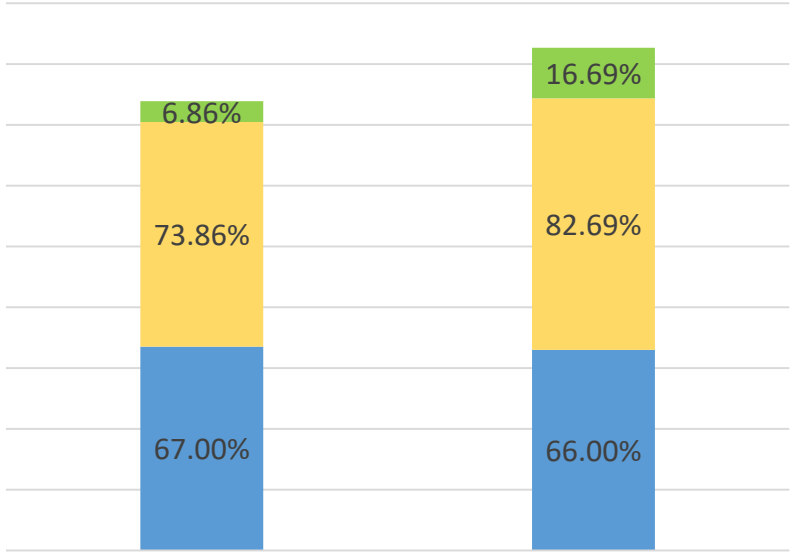
■ Performance Goals ■ Actual Performance
■ Difference

07/01/2018 - 06/30/2019
Placement in Employment
(Q2)



■ Performance Goals ■ Actual Performance
■ Difference

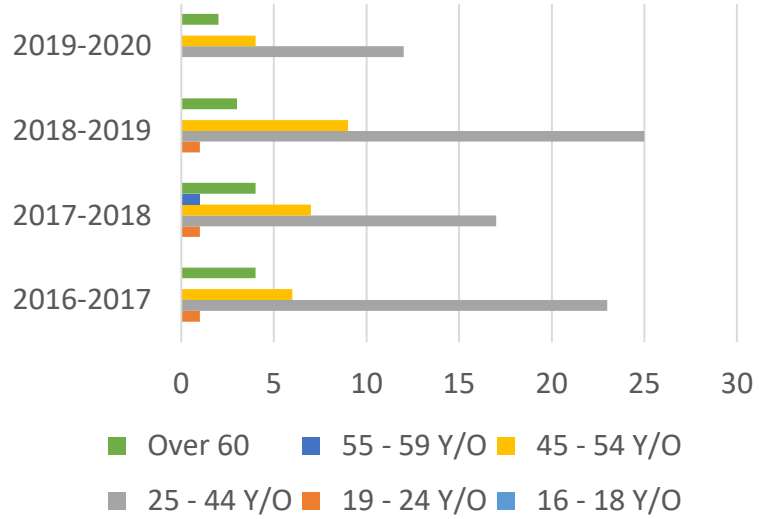
01/01/2018 - 12/31/2018
Retention And Credential Rate
(Q4)



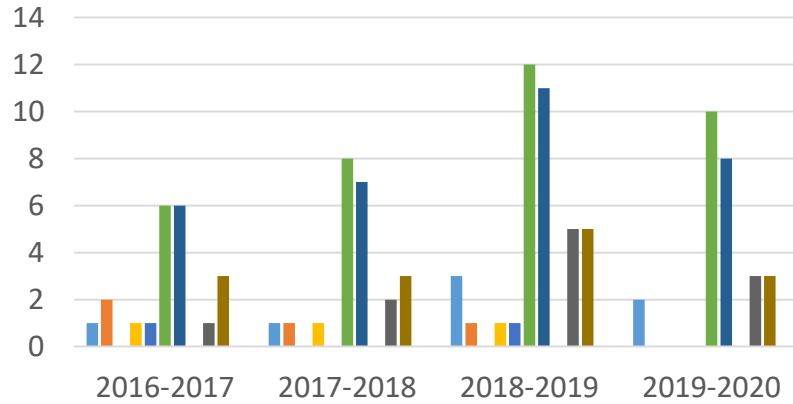
■ Performance Goals ■ Actual Performance ■ Difference

Dislocated Worker

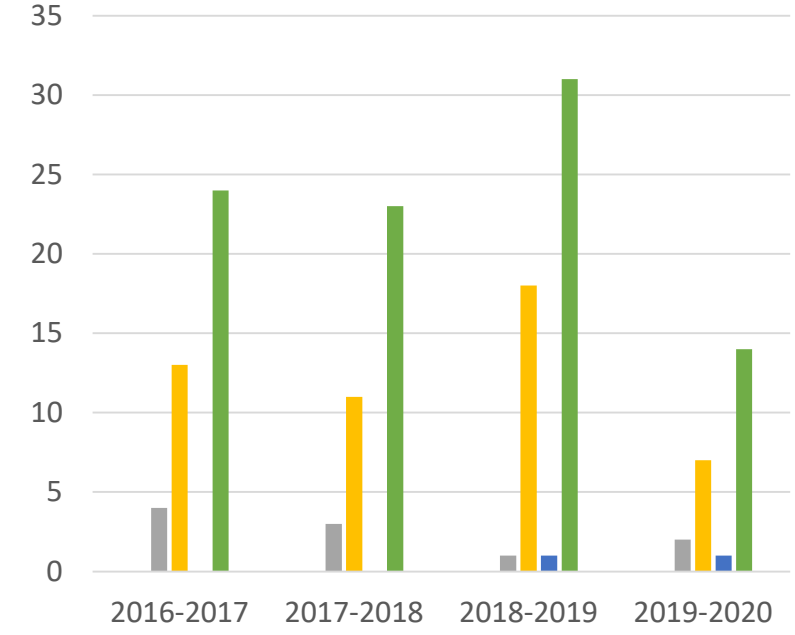
Age



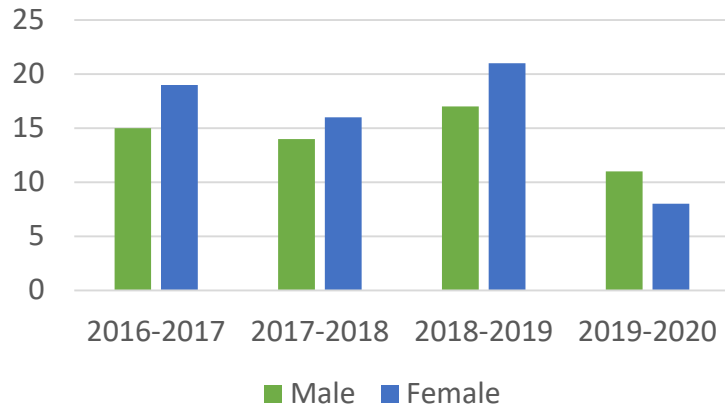
Barriers



Ethnicity



Biological Gender



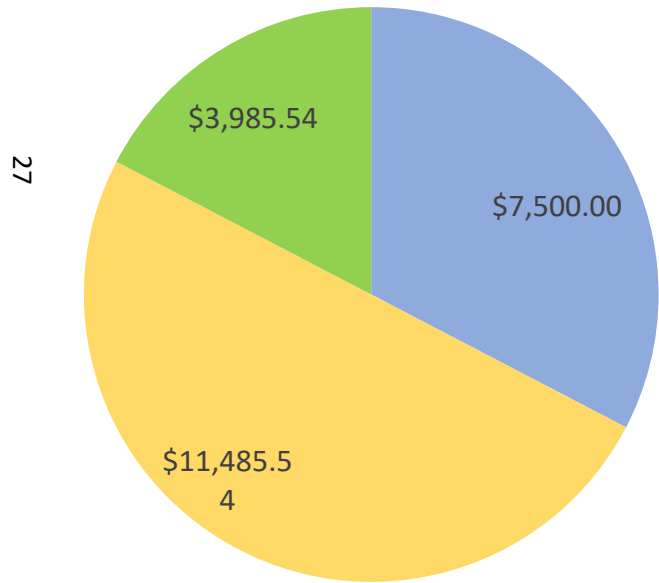
26

- Displaced Homemakers
- English Language Learners
- Exhausting TANF within 2 years
- Ex-offenders
- Homeless Individuals
- Long-term Unemployed
- Low-Income
- Migrant and Seasonal Farmworkers
- Disabilities
- Single Parents
- Youth in foster care

- American Indian/Alaska Native
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- More Than One Race

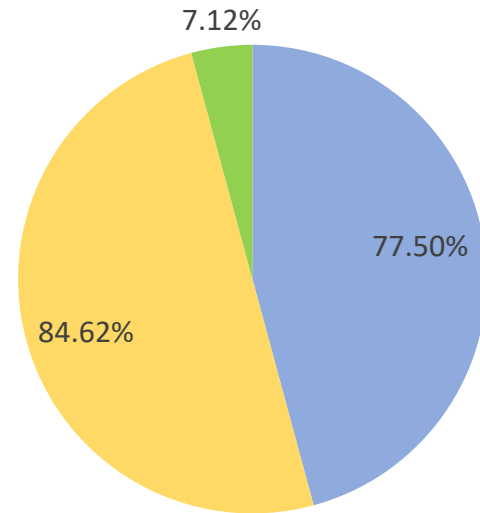
Dislocated Worker

07/01/2018 - 06/30/2019
Median Earnings



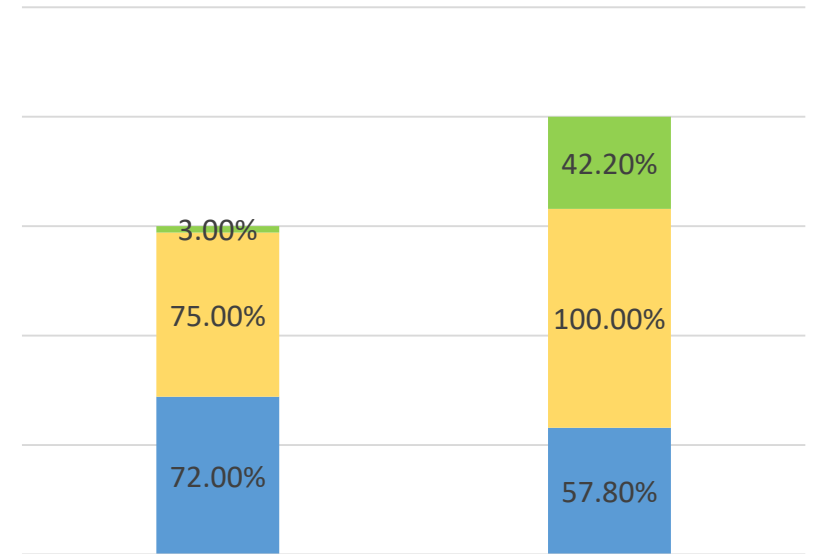
■ Performance Goals
 ■ Actual Performance
 ■ Difference

07/01/2018 - 06/30/2019
Placement in Employment (Q2)



■ Performance Goals
 ■ Actual Performance
 ■ Difference

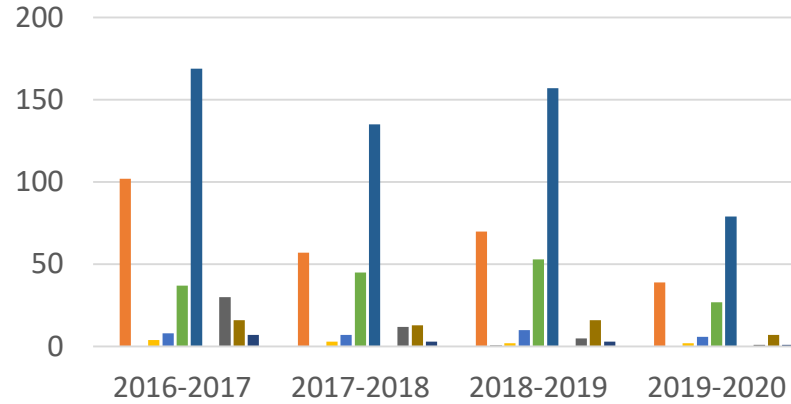
01/01/2018-12/31/2018
Retention And Credential Rate (Q4)



■ Performance Goals
 ■ Actual Performance
 ■ Difference

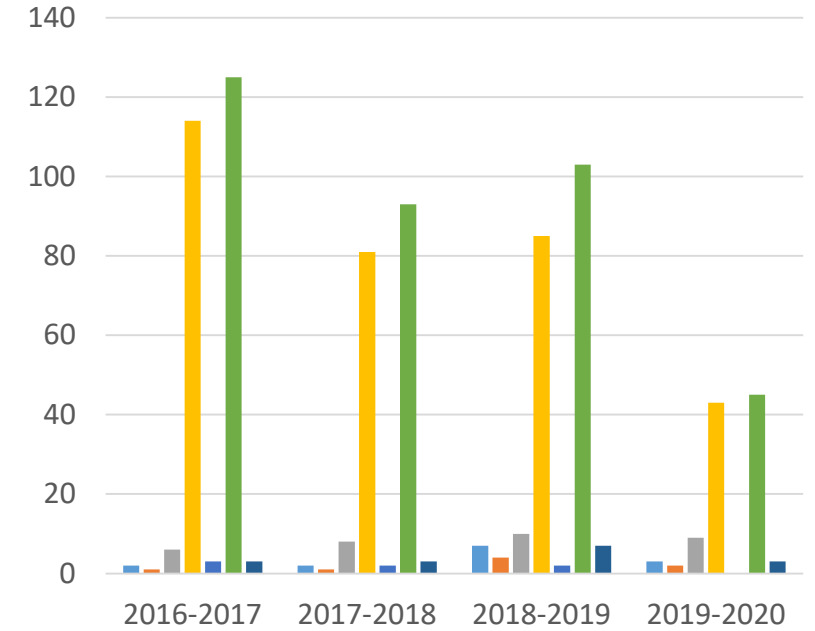
Youth

Barriers



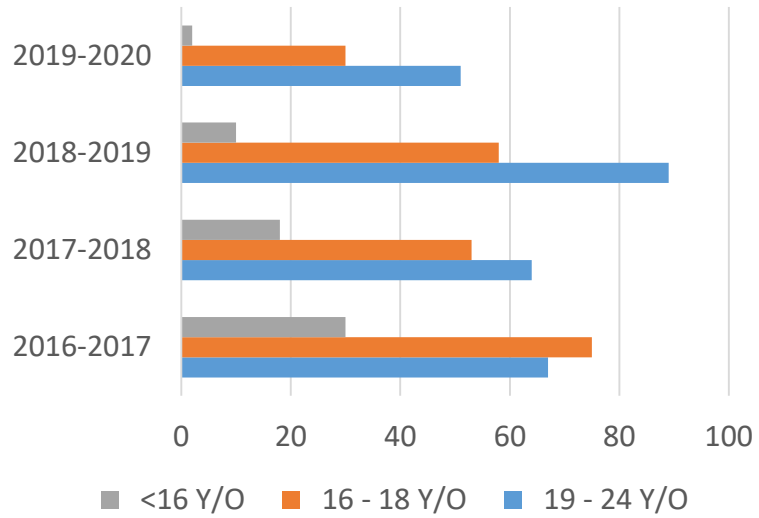
- Displaced Homemakers
- English Language Learners
- Exhausting TANF within 2 years
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- Migrant and Seasonal Farmworkers
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- Single Parents
- Youth in foster care

Ethnicity



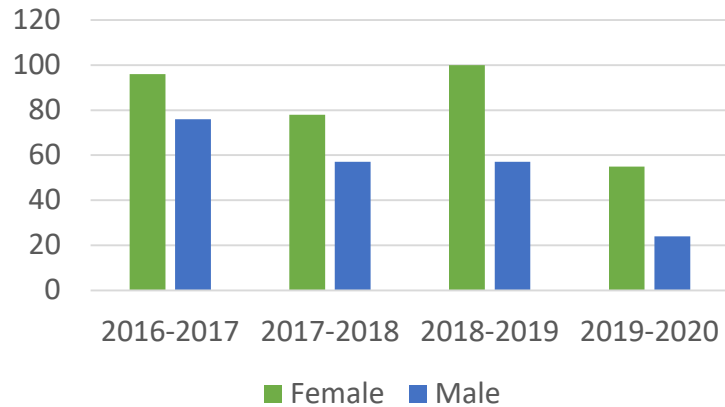
- American Indian/Alaska Native
- Asian
- Black/African American
- Hispanic/Latino
- Native Hawaiian/Pacific Islander
- White
- More Than One Race

Age



- <16 Y/O
- 16 - 18 Y/O
- 19 - 24 Y/O

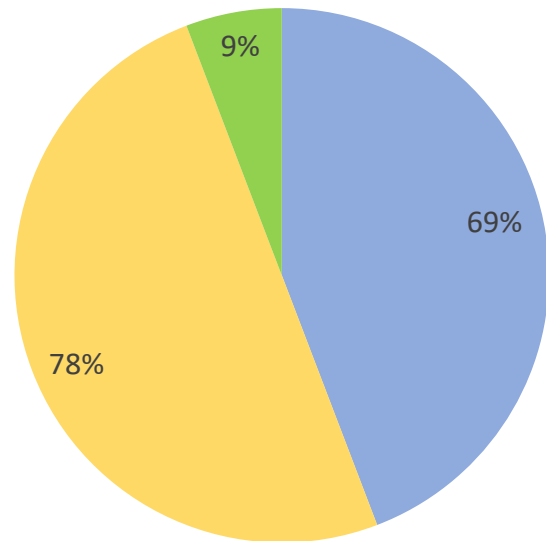
Biological Gender



- Female
- Male

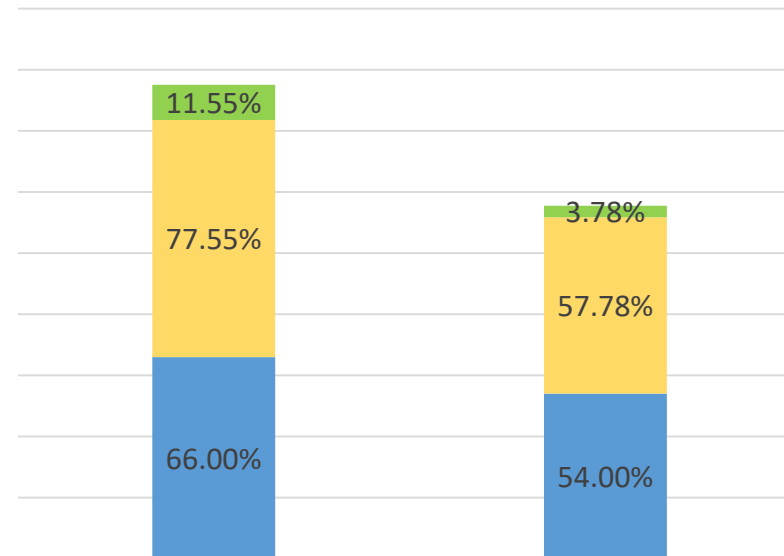
Youth

Youth 14-24
07/01/2018 - 06/30/2019
Placement in Employment or
Education (Q2)



■ Performance Goals ■ Actual Performance ■ Difference

Youth 14-24
01/01/2018 - 12/31/2018
Retention And Credential Rate
(Q4)



■ Performance Goals ■ Actual Performance ■ Difference

Name	Company /Address	Phone/Email	Board Category	Committee
Ron Curtis (President)	American Southwest Credit Union 3090 East Fry Boulevard Sierra Vista, AZ 85635	520-452-3088/ rcurtis@ascu.org	Business	Executive
Jason Bowling (Vice President)	SSVEC 311 E. Wilcox Drive Sierra Vista, AZ 85635	520-458-4691 x 3480/ jbowling@ssvec.com	Business/ Labor	Executive
Wick Lewis (Treasurer)	Cochise College 901 North Colombo Avenue Sierra Vista, AZ 85635	520-452-2619/ lewisw@cochise.edu	Education	Executive/ Finance
Doris Tolbert (Secretary)	AVON Representative 2101 Crestwood Drive Sierra Vista, AZ 85635	520-249-0146/ doriswt@cox.net	Business	Executive/ Finance
Jack Bauer	AAG Reverse Mortgages 500 East Fry Boulevard, Ste L4 Sierra Vista, AZ 85635	520-458-2800/ jbauer@aag.com	Business	
Matt Bolinger	Botanical Pharmacy P.O. Box 908, 235 5th Street Clifton, AZ 85533	928-701-7000/ mbolinger@co.greenlee.az.us	Business	
Tony Boone	City of Sierra Vista 1011 North Coronado Drive Sierra Vista, AZ 85635	520-439-2184/ tony.boone@sierravistaaz.gov	Economic Development	
Kathleen Bullock	Above Board Consulting 2496 South Ridge Street Sierra Vista, AZ 85650	520-378-4623/ kathleen.bullock@cox.net	Business	
Evonne Cummins	Iron Bow Technologies 17060 South Mesa Shadows Drive Vail, AZ 85641	520-221-3625/ evonne.cummins@ironbow.com	Business	
Brad Dale	Cochise College Adult Education 901 North Colombo Avenue Sierra Vista, AZ 85635	520-515-3692/ daleb@cochise.edu	Education	
Maria Elizabeth Kinder	Vocational Rehabilitation Services 1140 F Avenue Douglas, AZ 85607- Mail Drop 5363	520-638-2701/ mkinder@azdes.gov	Rehabilitation Services	
Edward Dummitt	Fred G. Acosta Job Corps 901 South Campbell Avenue Tucson, Arizona 85719	520-792-3015/ dummitt.ed@jobcorps.org	Community Based Org.	

Mark Gallego	UA Local Union #469 3109 North 24th Street Phoenix, AZ 85016	602-956-9350 x 118/ mgallego@ualocal469.org	Labor
Janice Lawhorn	Eastern Arizona College 615 North Stadium Avenue Thatcher, AZ 85552	928-428-8215/ Janice.lawhorn@eac.edu	Education
Merritt Essig	International Chemical Workers Union Council, Local 184C Benson, AZ 85602	520-720-2152/ MWEssig@apachenitro.com	Labor
Martha Lujan	Freeport-McMoRan 4521 US-191 Morenci, AZ 85540	928-865-6669(work)/ mlujan@fmi.com	Business
Jelensky Irons	Arizona Department of Economic Security Employer Engagement Administration 400 West Congress St., Ste. 42, Mail Drop 5521, Tuscon, AZ 85701-1311	480-271-3302/ JIrons@azdes.gov	Wagner Peyser
Jacob Williams	DRG Technologies, Inc 300 East Fourth Street Safford, AZ 85546	928-348-2527/ jacob.williams@drgtech.com	Business
Amanda Baillie		520-432-9214/ arcbailie@gmail.com	Ex Officio (non-voting)
Arizona@Work Support Staff			
Vada Phelps - Executive Director	900 Carmelita Drive, Sierra Vista, AZ 85635	520-439-3542/ vphelps@cpic-cas.org	
Executive Assistant/Board Clerk	900 Carmelita Drive, Sierra Vista, AZ 85635	520-439-3541/ @cpic-cas.org	
Michelle Huff - Finance Director	900 Carmelita Drive, Sierra Vista, AZ 85635	520-439-3554/ mhuff@cpic-cas.org	
Vickie Simmons - Deputy Director	900 Carmelita Drive, Sierra Vista, AZ 85635	520-458-9309 x 3544/ vickie.simmons@cpic-cas.org	

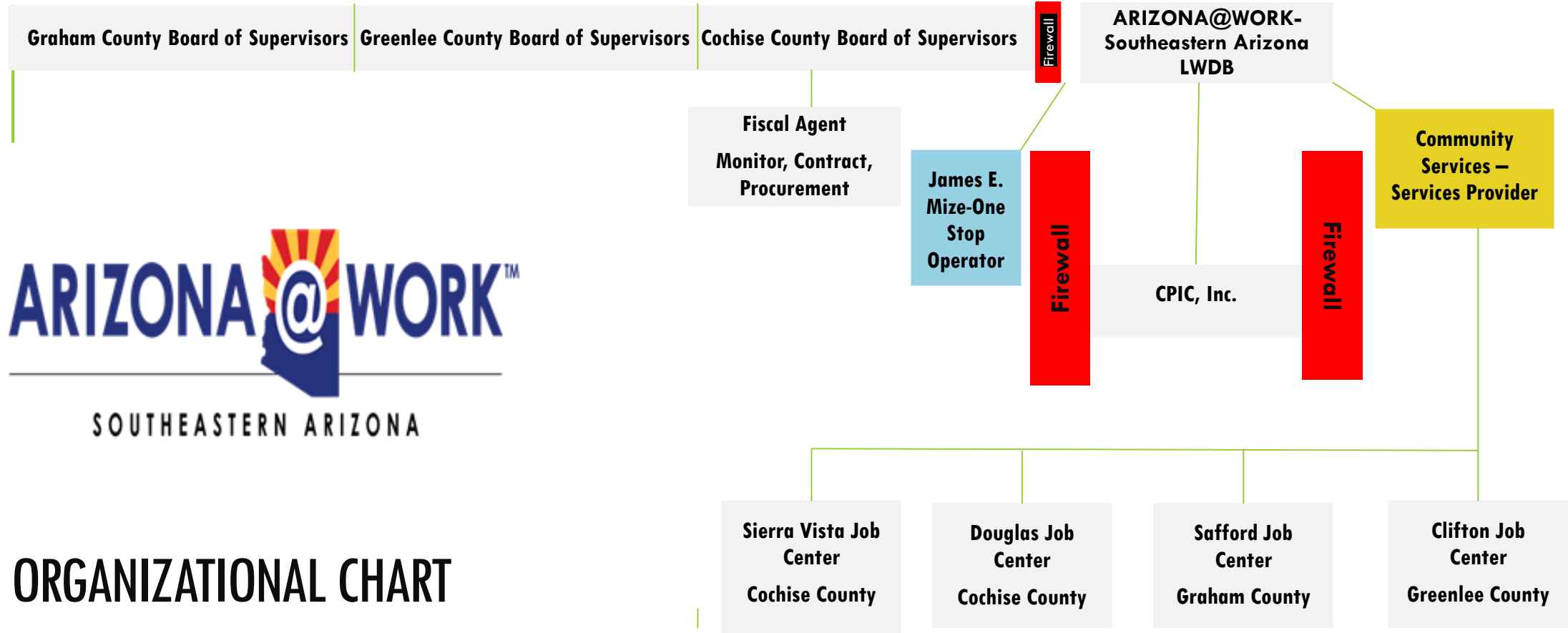
Potential Board Members Below

**** David Hall - Teleperformance**

****Lynn Kennington - Hospital**



ORGANIZATIONAL CHART





SOUTHEASTERN ARIZONA

Southeastern Arizona Workforce Development Board (LWDB)

2020-2021 Meeting Schedule

December 17, 2020 **10:00 a.m.**
Cochise College Downtown Center, Arizona@Work Job Center
2600 E. Wilcox Drive, Sierra Vista, AZ 85635*

March 18, 2021 **10:00 a.m.**
Arizona Electric Power Cooperative
1000 Arizona 80, Benson, AZ 85602*

June 17-18, 2021 **10:00 a.m. (Retreat)**
To be determined

September 16, 2021 **10:00 a.m.**
Eastern Arizona College, Activities Center
615 North Stadium Avenue, Thatcher, AZ 85552*

*Location subject to change

ARIZONA@WORK SOUTHEASTERN ARIZONA BUDGET REPORT THROUGH JUNE 30, 2020

AZ@Work Southeastern Arizona													
2019-2020 Budget Report													
	BUDGET	Budget	Received	%	Budget	Received	%	Budget	Received	%	Budget	Received	%
	2019-2020	Adult	Adult	Received	Youth	Youth	Received	Worker	Worker	Received	Rapid	Rapid	%
											Response	Response	Received
INCOME													
Carryover from prev year	786,143	291,943	291,943	100%	159,628	159,628	100%	290,126	290,126	100%	38,781	38,781	100%
Contract 19/20	2,611,800	550,138	583,467	106%	555,056	273,566	49%	1,345,279	477,320	35%	161,327	20,243	13%
TOTAL INCOME	3,397,943	842,081	875,410	104%	714,684	433,194	61%	1,635,405	767,446	47%	200,108	59,024	29%
EXPENDITURES													
	BUDGET	Budget	Actual	%	Budget	Actual	%	Budget	Actual	%	Budget	Actual	%
	2019-2020	Adult	Adult	Spent	Youth	Youth	Spent	Worker	Worker	Spent	Rapid	Rapid	Spent
Salaries	721,725	182,740	195,874	107%	80,396	84,782	105%	447,641	423,251	95%	10,948	10,616	97%
EREs	222,363	58,693	55,607	95%	17,350	15,129	87%	143,778	123,145	86%	2,542	2,525	99%
Professional Services	43,225	9,096	8,524	94%	9,173	7,734	84%	22,282	20,559	92%	2,674	1,312	49%
Staff Training	15,000	3,156	1,308	41%	3,183	789	25%	7,733	3,099	40%	928	172	19%
Utilities - Non Energy	2,300	484	467	96%	488	168	35%	1,186	1,278	108%	142	111	78%
Building Maintenance Service	16,500	3,472	3,803	110%	3,501	394	11%	8,506	11,063	130%	1,021	797	78%
Repair & Maintenance Service	10,500	2,209	2,332	106%	2,228	177	8%	5,413	5,811	107%	650	28	4%
Rent	123,327	26,287	24,850	95%	23,568	20,675	88%	65,280	56,413	86%	8,192	7,229	88%
Rental-Equipment	100	21	21	101%	21	-	0%	52	80	155%	6	-	0%
Insurance	15,000	3,156	3,353	106%	3,183	3,346	105%	7,733	7,270	94%	928	908	98%
Telephone Communications	48,000	10,099	9,415	93%	10,186	4,418	43%	24,744	25,684	104%	2,971	2,588	87%
Advertising/Publications	2,000	421	45	11%	424	150	35%	1,031	110	11%	124	-	0%
Information & Marketing	15,000	3,156	3,595	114%	3,183	3,132	98%	7,733	8,789	114%	928	1,015	109%
Printing	3,000	631	786	125%	637	271	42%	1,547	1,648	107%	185	416	225%
Board Expense	36,500	7,680	872	11%	7,745	870	11%	18,816	1,890	10%	2,259	236	10%
In State Travel	35,000	7,364	6,733	91%	7,427	1,547	21%	18,043	13,212	73%	2,166	60	3%
Out of State Travel	30,000	6,312	2,297	36%	6,366	1,040	16%	15,465	5,309	34%	1,857	160	9%
Building Maintenance Supplies	3,500	736	682	93%	743	-	0%	1,804	1,938	107%	217	103	47%
Office Supplies	10,500	2,209	2,174	98%	2,228	137	6%	5,413	5,351	99%	650	27	4%
Utilities - Energy	9,000	1,894	1,893	100%	1,910	1,335	70%	4,640	5,119	110%	556	617	111%
Equipment/Fixed Assets	50,665	9,468	10,739	113%	9,549	7,831	82%	23,198	18,852	81%	2,786	169	6%
Supplies - Technology	4,000	842	544	65%	849	230	27%	2,062	1,432	69%	247	15	6%
Membership Dues	5,500	1,157	1,152	100%	1,167	548	47%	2,835	1,824	64%	340	54	16%
Client Training	1,312,585	421,813	458,547	109%	32,978	13,499	41%	705,704	21,159	3%	152,090	29,867	20%
Client Support	140,973	68,984	79,797	116%	4,522	27	1%	62,766	3,160	5%	4,701	-	0%
Youth Contracts	481,679	-	-	-	481,679	264,965	55%	-	-	-	-	-	-
Contingency	40,000	10,000	-	0%	-	-	-	30,000	-	0%	-	-	-
TOTAL EXPENDITURES	3,397,942	842,081	875,410	104%	714,684	433,194	61%	1,635,405	767,446	47%	200,108	59,024	29%

ARIZONA@WORK SOUTHEASTERN ARIZONA BUDGET REPORT THROUGH JUNE 30, 2020

AZ@Work Southeastern Arizona					
2019-2020 Budget Report					
	Budget	Actual			
	AZ	AZ			
	Community	Community			
	Foundation	Foundation	%	Cumulative	%
	Grant	Grant	Received	Received	Received
INCOME					
Carryover from prev year	5,665		0%	780,478	99%
Contract 19/20				1,354,596	52%
TOTAL INCOME	5,665		0%	2,135,074	63%
EXPENDITURES					
	Budget	Actual			
	AZ	AZ			
	Community	Community			
	Foundation	Foundation	%	Cumulative	%
	Grant	Grant	Spent	Spent	Spent
Salaries				714,523	99%
EREs				196,405	88%
Professional Services				38,129	88%
Staff Training				5,367	36%
Utilities - Non Energy				2,024	88%
Building Maintenance Service				16,058	97%
Repair & Maintenance Service				8,348	80%
Rent				109,166	89%
Rental-Equipment				102	102%
Insurance				14,877	99%
Telephone Communications				42,105	88%
Advertising/Publications				305	15%
Information & Marketing				16,532	110%
Printing				3,121	104%
Board Expense				3,868	11%
In State Travel				21,553	62%
Out of State Travel				8,805	29%
Building Maintenance Supplies				2,722	78%
Office Supplies				7,689	73%
Utilities - Energy				8,963	100%
Equipment/Fixed Assets	5,665			37,592	74%
Supplies - Technology				2,221	56%
Membership Dues				3,578	65%
Client Training				523,073	40%
Client Support				82,984	59%
Youth Contracts				264,965	55%
Contingency				-	0%
TOTAL EXPENDITURES	5,665		0%	2,135,073	63%

PYQ BUDGET REPORT THROUGH JUNE 30, 2020

PYQ Budget Worksheet							
2019-2020							
	BUDGET	Budget	Received	Budget	Received	Received	%
	2019-2020	PYQ I/S	PYQ I/S	PYQ O/S	PYQ O/S	PYQ Total	Received
INCOME							
Carryover from prev year	19,925	4,981	4,981	14,944	14,944	19,925	100%
Contract 2019/2020	461,966	115,492	42,439	346,475	202,601	245,040	53%
TOTAL INCOME	481,891	120,473	47,420	361,418	217,545	264,965	55%
EXPENDITURES							
	BUDGET	Budget	Actual	Budget	Actual	Actual	%
	2019-2020	PYQ I/S	PYQ I/S	PYQ O/S	PYQ O/S	PYQ Total	Spent
Salaries	71,825	17,956	17,334	53,869	51,830	69,164	96%
EREs	21,500	5,375	6,490	16,125	19,460	25,951	121%
Professional Services	150	38	2	113	6	8	5%
Staff Training	5,000	1,250	18	3,750	54	72	1%
Utilities - Non Energy	100	25	5	75	16	21	21%
Building Maintenance Service	300	75	63	225	193	256	85%
Repair & Maintenance	100	25	3	75	8	11	11%
Rent	4,917	1,229	846	3,688	2,541	3,387	69%
Equipment Rental	100	25	7	75	21	29	29%
Other Space Costs	1,100	275	258	825	773	1,030	94%
Telephone Communications	4,000	1,000	904	3,000	2,709	3,613	90%
Advertising/Publications	300	75		225		-	0%
Information & Marketing	250	63		188		-	0%
Printing	500	125	58	375	174	232	46%
Board Expense		-		-		-	
In State Travel	15,000	3,750	2,083	11,250	6,248	8,331	56%
Out of State Travel	6,000	1,500	0	4,500	(0)	-	0%
Building Maintenance Supplies	150	38	10	113	29	39	26%
Office Supplies	500	125	155	375	466	621	124%
Utilities - Energy	200	50	17	150	53	71	35%
Equipment/Fixed Assets	3,000	750	695	2,250	2,085	2,780	93%
Supplies - Technology	225	56	16	169	47	63	28%
Membership Dues	350	88	0	263	1	1	0%
Client Training	293,252	73,313	14,744	219,939	122,529	137,272	47%
Client Support	53,072	13,268	3,712	39,804	8,302	12,014	23%
Contingency	-					-	
TOTAL EXPENDITURES	481,891	120,473	47,420	361,418	217,545	264,965	55%
Angie Luna, Director							
PYQ							
Vada Phelps, Executive Director							
AZ@Work-Southeastern Arizona							

Performance PY2019	COP	Coconino	Pinal	Maricopa	Mohave-LaPaz	North-eastern	Pima	Santa Cruz	South Eastern Actual	NTN	Yavapai	Yuma
Performance Measures												
Youth 14-24 07/01/2018-06/30/2019												
Placement in Employment or Education (Q2)	72.79%	65.20%	77.44%	68.61%	77.59%	83.33%	75.32%	71.43%	90.91%	58.33%	91.67%	76.44%
Median Earnings	\$ 4,686.36	\$ 4,164.42	4,684.90	\$ 4,504.92	\$ 5,056.57	\$ 3,851.44	\$ 5,118.96	\$ 3,794.28	\$ 5,693.49	\$ 4,733.30	\$ 4,442.52	4,676.38
Youth 14-24 01/01/2018-12/31/2018												
Retention Rate (Q4)	67.14%	63.16%	72.27%	67.35%	66.67%	63.33%	73.85%	81.82%	83.33%	54.41%	91.67%	74.60%
Credential Rate	44.48%	86.67%	49.40%	70.90%	42.86%	50.00%	66.89%	86.36%	66.07%	42.86%	66.67%	70.86%
Youth 14-24 07/01/2019-06/30/2020												
Measurable Skill Gains	52.14%	100.00%	77.05%	83.91%	38.17%	66.67%	47.46%	19.05%	81.25%	22.41%	55.17%	58.64%
Adult 07/01/2018-06/30/2019												
Placement in Employment (Q2)	65.70%	75.00%	86.67%	70.26%	74.16%	68.63%	72.71%	100.00%	87.83%	64.10%	95.52%	76.82%
Median Earnings	\$ 5,803.51	\$ 6,961.67	\$ 4,931.64	\$ 8,204.22	\$ 6,018.22	\$ 7,845.20	\$ 6,743.02	\$ 8,855.09	\$ 7,756.80	\$ 5,729.38	\$ 7,427.88	5,849.43
Adult 01/01/2018-12/31/2018												
Retention Rate (Q4)	62.19%	61.90%	80.39%	71.18%	64.12%	56.90%	65.38%	100.00%	73.03%	59.43%	84.66%	73.41%
Credential Rate	74.76%	71.43%	68.57%	76.60%	63.83%	62.50%	77.47%	100.00%	83.02%	64.86%	75.93%	85.42%
Adult 07/01/2019-06/30/2020												
Measurable Skill Gains	47.38%	71.43%	68.81%	72.44%	49.46%	69.57%	34.21%	86.67%	63.19%	14.20%	61.65%	64.42%
Dislocated Worker 07/01/2018-06/30/2019												
Placement in Employment (Q2)	79.35%	100.00%	100.00%	74.14%	77.78%	100.00%	81.21%	0.00%	84.62%	100.00%	100.00%	82.35%
Median Earnings	\$ 10,054.45	\$ 11,000.86	\$ 11,076.11	\$ 9,737.79	\$ 10,741.56	\$ 8,854.50	\$ 8,464.61	\$ -	\$ 11,485.54	\$ 7,284.60	\$ 6,684.58	\$ 5,473.80
Dislocated Worker 01/01/2018-12/31/2018												
Retention Rate (Q4)	78.64%	0.00%	92.86%	65.85%	76.92%	45.45%	73.26%	0.00%	75.00%	66.67%	100.00%	73.58%
Credential Rate	80.70%	0.00%	66.67%	66.67%	85.19%	66.67%	75.36%	0.00%	100.00%	33.33%	100.00%	63.64%
Dislocated Worker 07/01/2019-06/30/2020												
Measurable Skill Gains	45.92%	50.00%	76.67%	58.33%	42.86%	75.00%	22.99%	66.67%	75.00%	28.57%	55.56%	90.91%

SOUTHEASTERN ARIZONA WORKFORCE DEVELOPMENT BOARD

STRATEGIC THINKING

September 2020

INFORMATION SHARING

Panels were facilitated to discuss
the Economic Conditions and an Educational Perspective:

Economic Conditions Panel

- Amanda Baillie, Facilitator
 - Keith Watkins, Arizona Commerce Authority
 - James Kerr, Arizona Commerce Authority
 - Dan Coxworth, Cochise County Development Services Director
 - Dustin Welker, Graham County Manager
 - Akos Kovach, Greenless Economic Development Coordinator
 - Tony Boone, Sierra Vista Economic Development Manager
1. Getting Broadband to rural areas (support today's educational needs, and adequate network for existing rural businesses, attract new businesses)
 2. Urban vs. Rural – how is our rural infrastructure or services, utilities, communications, educational, medical professionals, housing and adequately training workforce.
 3. How has COVID impacted your economies
 4. Insight or best practices for successful outcomes for rural areas

Educational Perspective

- Jacqui Clay, Cochise Superintendent of Education
 - J.D. Rottweiler, Cochise College
 - Dr. Susan Wood, Eastern Arizona College
 - Dr. Janice Lawhorn, Eastern Arizona College
 - Dr. Linda Denno, University of Arizona
 - Kimberly Merritt, Arizona State University
1. What are the K-12 education providers doing to prepare students for work and/or future education?
 2. How are the colleges/universities meeting the challenge of up skilling our workforce?
 3. How are you working with the Private Sector to make sure you are providing the educational needs for the skills businesses require, based on the changing skill levels needed?
 4. How are you keeping up with the technology needed for education and business?

KEY POINTS BOARD MEMBERS HEARD FROM
ECONOMIC CONDITIONS AND EDUCATIONAL PERSPECTIVE PANELS

- Importance of intentional communication with stakeholders (politicians, workforce partners, education partners);
- Lack of ability or coverage to access grant writers – need greater collaboration among Santa Cruz, Pima, and Cochise Counties;
- Advocacy – stronger voice to elected officials;
- Be able to adapt quickly to education and training needs of the community;
- Quickly and creatively pivot to support the customers – may be our new normal and we need to find work around and pursue private funding;
- DES is going virtual – the more our partners go virtual and companies go virtually the greater our need to be creative on how we approach effort to reach everyone;
- We need to change and do things differently;
- Colleges are working together and sharing information;
- Vocational technical classes and micro-certificates funding options;
- No learning is lost;
- Helping youth before they get to college to figure out what they like;
- Include soft skills and leadership skills in training with students to have better chance for advancing;
- Educational methods and what is changing;
- Work with employees working from home;
- Apprenticeships are growing;
- On-the-job training opportunities;
- New workforce models that require new skills and flexible working conditions;
- We need to understand how to plan for, implement, and maintain Broadband;
- New businesses are in the region;
- Forecast on jobs that are in high demand or will be in high demand;
- Aviation field is a top one to be concerned about;
- As an area we are already positioned well for a niche in the aerospace community to attract companies who are defense contractors and aircraft employers; and,
- Virtual employees can work elsewhere but live here – quality of life is important.

**Speak up, be at the table, and
use your voice**

WORKFORCE BOARD GOALS

2020-2021

*What are the workforce needs in southeastern Arizona
and what can our Board do about them?*

1. Increase Access to Broadband

- a. Form task force with board members and other subject matter experts (Leads – Jason and Jackie with Ron, Dustin, Derek, Tony, Amanda);
- b. Identified statewide activities related to Broadband;
- c. Research where it is and who has it in the region (Jason will get an analysis for task force to review);
- d. Talk to another county that has been through it for advice (Amanda will reach out to);
- e. Identify people that are affected by not having it;
- f. Meet with county officials/supervisors for support;
- g. Convene all three counties and administrators to work together;
- h. Advocate with legislators;
- i. Research and find potential private providers;
- j. Meet with key partners from education and economic development to collaborate with;
- k. Leverage grant writer with Pima County and Santa Cruz for planning, engineering, and delivery;
- l. Identify marketing factors for new business;
- m. Make provider selection; and,
- n. Leverage grant writer for installation.

2. Help Write Grant for Medical Field to Increase Funding

- a. Staff will set up task force and establish partnerships including content information assistance (Lead – Vicki Simmons with Susan, Eastern Arizona College; Lynn Kennington, Hospital Administrator; Matt, Wick);
- b. Vicki will talk to Pima County regarding possibility for partnership;
- c. Identify possibilities for 15% matching funds;
- d. Research use of WIOA funds for work-based learning; and,
- e. Prepare work plan on completing grant technical and fiscal proposals.

3. Convene Effort to Be a Destination Employer
 - a. Set up a task force (Lead – Yvonne);
 - b. Hold think tank discussions regarding how to keep youth in local area; how to market local area as great place to live and work virtually;
 - c. Expand career exploration options to include remote work;
 - d. Inventory social media marketing broken down by skill set and connect on LinkedIn for posting onto specific career skill groups;
 - e. Write a white paper on Board’s position on attracting young families to or back to local area (Lead – Amanda); and
 - f. Target “come back after you settle down” with a demographic of workers with families and want to raise them at a place that is low crime, reasonable costs, no traffic.

4. Enhance Turnaround Time for New Curriculum at Educational Institutions
 - a. Include a standing agenda item at each meeting on up and coming training needs and include industry reps to explain their needs such as DRG in Stratford;
 - b. Communicate with Chief Academic Officers on the workforce needs and what is required to initiate a fast turnaround on curriculum; and,
 - c. Research subcommittee AC4 and have Janice will represent Board and the College).

5. Be Active in Legislative Advocacy and Engagement
 - a. Identify and train board members on allowable advocacy and importance of keeping politics out of it;
 - b. Hold open house in all three counties and provide annual report;
 - c. Have Tony provide training on tax break information and commerce; and,
 - d. Identify priorities on advocacy such as advocacy of tax breaks for new employer.