



Annual Report – July 2022-June 2023

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ARIZONA@WORK - Southeastern Arizona

Annual Report – July 2022–June 2023

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 2022 to June 2023. 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.

This report is a testament to the efficient and effective services that our system has provided to job seekers and business over the past year. 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 partnering with area businesses, education and government. We are identifying in-demand sectors and working with our community colleges and other training facilities to designing 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 4 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. 7th Street
Douglas, Arizona 85607
(520) 364-8906

Graham:

626 S. 6th Avenue
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

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. As with the preceding Workforce Investment Act (WIA), 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 the 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 offices remain effective and job-driven – responding to the needs of employers and preparing workers for jobs. WIOA was in effect for four years (2015-2020) per the WIOA law, but continues to be funded by the federal government after 2020.

Even though the program has sunset, as long as congress appropriates funds the program will continue. Several bills to either extend WIOA or another training program that would continue the services, have been submitted to congress. Nothing thus far has been approved. It is expected that after the elections a bill will be submitted and approved. Don't know if it will just extend the WIOA or place a completely different program in its place.

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 web site or the State of Arizona web site. The Department of Labor has already issued TEG'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 the 22nd 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 signed into law in Washington DC on Friday the third day of January 2014. “It 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. **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. **VALUES STATEMENT:** Integrity – Self-Sufficiency – Respect – Teamwork – Initiative – Commitment and Individual Responsibility for Team Success.

4. **VISION STATEMENT:** ARIZONA@WORK Southeastern Arizona Workforce Development Board 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. Representative 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 at the end.
8. Also attached is the calendar of meetings for next year is attached at the end.

SERVICES:

ADULT AND DISLOCATED SERVICES:

We provide customized services to the jobseekers, including the Dislocated Workers of Cochise, Greenlee and Graham Counties through its 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 listing, find volunteer opportunities and much more. Staff provide resources, mentorship and assistance which also 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 we pay.

Job Training is also provided to eligible youth and they are assisted with job-search 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 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 with their outplacement services and retaining opportunities.

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

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 are ready and to offer the intern a full-time position.

The current job market is employee led. Nation wide there are more jobs open than people looking for jobs. Our three counties are no exception to this trend. The great resignation has made a large dent in the ability of employers to retain employees. Working from home has also had a great effect on the employee pool searching for jobs. Some employers have had to close or cut back their services since they are unable to attract and/or retain staff.

Funding Allocations

1. Congress determines total allocation which 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 2022-2023 program/fiscal year compared to the 2021-2022 program/fiscal year. Overall, we actually have a decrease of \$396,438 for the fiscal year 2022-2023. None of the Local Areas received a Rapid Response allocation for the 2022-2023 program/fiscal year as the Governor’s office decided to retain the allocation at the State level.

	2021-2022		2022-2023	Increase
	Allocation		Allocation	(Decrease)
Adult	\$602,861		\$523,519	\$(79,342)
Youth	\$593,749		\$513,098	\$(80,651)
D/W	\$1,055,161		\$867,447	\$(187,714)
Total	\$2,251,771		\$1,904,064	\$(347,707)

BUDGET TO ACTUAL REPORT

Included in this annual report is the 2022-2023 budget to actual report. The independent audit report and the single audit for the year 2021-2022 were completed with no findings. The independent audit for the 2022-2023 should be complete soon. If you would like a copy of the independent audit report (when completed) please let me know. The most current audit is attached.

PERFORMANCE MEASURES:

Below is Southeastern Arizona's PY2021 final performance indicators utilizing the SAM (statistical adjustment model) per Department of Labor requirements. Southeastern Arizona exceeded all performance measures in excess of 100%. The Department of Labor requirement is for a local area's program performance indicator outcomes to be at or above 90%. We have not received PY2022 performance indicators as of the printing of this report. The PY2022 performance indicators will be included in the next year's annual report.

PY2021 Annual Performance (SAM-Adjusted), Title I-B Programs

Indicator	Southeastern Arizona				
	PY2021 Negotiated Level	Adjustment Factor (Predicted Model)	PY2021 Adjusted Level	PY2021 Actual Performance	PY2021 % Goal Achieved (Actual Performance/ Adjusted Level)
Adult					
Employment 2nd Quarter after exit	72.0%	8.1%	80.1%	83.5%	104.0%
Employment 4th Quarter after exit	73.8%	-11.2%	62.6%	66.3%	106.0%
Median earnings in the 2nd quarter after exit	\$6,500.00	\$1,462.01	\$7,962.01	\$13,651.00	171.0%
Credential attainment rate	68.0%	-6.7%	61.3%	71.9%	117.0%
Measurable Skills Gain	61.0%		61.0%	64.1%	105.0%
Overall Program Performance Score					120.6%
Dislocated Worker					
Employment 2nd Quarter after exit	78.0%	-5.7%	72.3%	88.9%	123.0%
Employment 4th Quarter after exit	75.0%	-4.7%	70.3%	77.8%	111.0%
Median earnings in the 2nd quarter after exit	\$8,646.00	-\$35.61	\$8,610.39	\$9,868.00	115.0%
Credential attainment rate	75.0%	-1.9%	73.1%	85.7%	117.0%
Measurable Skills Gain	63.0%		63.0%	87.5%	139.0%
Overall Program Performance Score					121.0%
Youth					
Employment/Education 2nd Quarter after exit	75.0%	5.3%	80.3%	92.0%	115.0%
Employment/Education 4th Quarter after exit	72.0%	-9.2%	62.8%	96.3%	153.0%
Median earnings in the 2nd quarter after exit	\$4,500.00		\$4,500.00	\$9,891.00	220.0%
Credential attainment rate	45.0%	-9.4%	35.6%	74.1%	208.0%
Measurable Skills Gain	73.0%		73.0%	85.7%	117.0%
Overall Program Performance Score					162.6%

Overall Program Performance Score at or above 90%
Overall Program Performance Score below 90%
Individual Performance Indicator Score below 50%

CLIENTS IN TRAINING-EXITED OUT OF TRAINING

For the period July 1, 2022 to June 30, 2023, 324 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 post-secondary education or looking for employment.

Below is a listing of businesses some of our clients are employed with after successfully completing training:

Santa Rosa Care Center	Encompass Health	V.A. Hospital
Tucson Medical Center	SAWTST LLC	The Haven, Douglas
Canyon Vista Medical Center	Copper Queen Community Hospital	Southern Arizona Distributing
Maddux & Sons, Inc.	Schneider National (Trucking)	Town of Huachuca City
Yucca Moving Storage	Tombstone Unified School District	Ash Creek Elementary
Naph Care AZ, LLC	Cochise County Sheriff's Dept.	Sahuarita Police Department
Quik Trip (Q.T.)	Safford Police Department	Santa Cruz County
Pepsi Co.	Douglas Police Department	San Carlos Police Department
City of Willcox	C.R. England, Inc.	Sierra Vista Police Dept.
Elfrida Fire Department	AK-Chin Tribal Police Dept.	Benson Police Dept.
Wild West Express	Greenlee County Sheriff's Dept.	Bisbee Police Department
Chiricahua Community Health Centers	Honor Health	DaVita Health Care
Life Care Center	Waste Connections	Freeport-McMoRan
Mt. Graham Regional Medical Center	Haven Nursing Home, Safford	Graham County Sheriff's Department
Holy Cross Hospital, Lehi UT	Mr. Fix It of Sierra Vista	Mule Mountain Pest Control

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

We continue to offer workshops to job seekers in our Sierra Vista Job Center. Below is a schedule of the classes and class descriptions:

Monday	Tuesday	Wednesday	Thursday	Friday
	Orientation 9:00AM		Orientation 9:00AM	
	Resume Workshop/Interviewing Tips & Hints		Job Applications/Effective Job Search	
	10:00-12:00PM		10:00-12:00PM	

Workshop Descriptions

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

Resume Workshop 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.

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

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.

Interviewing Tips & Hints 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.

HIRING FAIRS/CAREER FAIRS

- 6 July 2022- Southwest Irrigation job fair Safford
- 19 July 2022- Assisted at SEABHS job fair held at the SEABHS office in Safford
- 20 July 2022 – Southwest Irrigation job fair Safford interviewed 9
- 27 July 2022 - Southwest Irrigation job fair Safford office
- 4 August 2022 – Federal Correction Facility Job Fair
- 10-11 August 2022 – SOSI, Recruiters were here to recruit potential clients to hire. 20 people interviewed and 11 were chosen for hiring process.
- 17 August 2022 – Southwest Irrigation job fair Safford office
- 31 August 2022 – Southwest Irrigation job fair Safford office
- 7 September 2022 – Southwest Irrigation job fair Safford office
- 14 September 2022 – Southwest Irrigation job fair Safford office
- 30 September 2022 – Southeastern Arizona Fall Hiring Fair
- 13 October 2022 – UA Job Fair
- 19 October 2022 – Southwest Irrigation job fair Safford office
- 28 October 2022 – Ft. Huachuca Hiring Fair
- 10 November 2022 – Unisea Job Fair
- 30 November 2022 – Southwest Irrigation Job Fair
- 7 December 2022 – Southwest Irrigation Job Fair
- 13-14 December 2022 – Core Civic Hiring Event
- 26-27 January 2023 – 2-day job fair, Safford Library, 18 Employers, 113 Job Seekers attended
- 1 February 2023 – Southwest Irrigation Job Fair, Safford office
- 1 March 2023 – Southwest Irrigation Job Fair, Safford office
- 15 March 2023 – Southwest Irrigation Job Fair, Safford office
- 23-24 March 2023 – Spring Hiring Event, Cochise College Main Campus & Downtown Center
- 13 April 2023 – Hiring Fair, Cochise College Campus, Douglas, 23 Businesses/Organizations, 101 jobseekers
- 14 April 2023 – Our Neighbors Pantry job fair
- 28 April 2023 – SFL TAP Spring Hiring Fair, Ft. Huachuca

- 19 & 20 May 2023 – Bashas job fair in Morenci
- 8-9 June 2023 – 2-day job fair, Safford
- 10 May 2023 – SOSI Hiring Event, Douglas
- 26 June 2023 – Savage Services Job Fair, Safford
- 26 June 2023 – Fiesta Canning Hiring Event, Douglas
- 28 June 2023 – Savage Job Fair, Safford

EDUCATION FAIRS

- 11 July 2022 – Fort Thomas High School Career Day
- 25 July 2022 – Cochise College Open House
- 19 August 2022 – EAC Monster Bridge event
- 20 September 2022 – Benson High School Career/Hiring Fair
- 13 October 2022 – Duncan High School Career Day
- 17 October 2022 – Buena High School Career Fair
- 18 October 2022 – St. David High School Career Fair
- 27 October 2022 – Ft. Huachuca Hiring Fair
- 6 April 2023 – Launch into Life, Benson High School
- 23 January 2023 – EAC Cash for College

STAFF PRESENTATIONS

- 9 November 2022 – Apprenticeship Programs-Connect with your Future Workforce program
- 24 May 2023 – Presented at the Southern Arizona Contractors Association Lunch

EVENTS

- 5 July 2022 – Sierra Vista Community Connection
- 12 July 2022 – Good Morning Sierra Vista
- 14 July 2022 – Sierra Vista Chamber of Commerce Economic Development Presentation
- 20 July 2022 – Cochise College Downtown Center Open House
- 26 July 2022 – Spouses New Comer’s Orientation on Fort Huachuca
- 29 July 2022 – Douglas Hiring Fair
- 2 – 5 August 2022 – Rural Policy Forum
- 9 August 2022 – Sierra Vista Spotlight Breakfast
- 10 -11 August 2022 – SOS International Individual Hiring Fair in Douglas, AZ
- 18 August 2022 – Community Network Meeting
- 18 August 2022 – Business at Twilight
- 19 August 2022, Cochise Serving Veterans Stand Down & Hiring Fair
- 23 August 2022 – Tombstone’s Chamber of Commerce Annual Membership Dinner
- 26 August 2022 – Spoke to the Career Exploration Class at Tombstone High School
- 5-8 September 2022 – Meeting of the Minds Annual Conference, Monterey, CA
- 6 September 2022 – Sierra Vista Community Connection

- 13 September 2022 – Good Morning Sierra Vista
- 20 September 2022 – Age of Connections Conference – Presenter
- 20 September 2022 – Benson High School College & Career Fair
- 21 September 2022 – Attended Greenlee County Chamber mixer
- 23 September 2022 – Cochise College’s IT/Cyber Industry Advisory Meeting
- 27 September 2022 – Ft. Huachuca’s New Comers Orientation
- 30 September 2022 – 2022 Fall Hiring Fair
- 30 September 2022 – Gila Valley Veterans Resource Fair
- 4 October 2022- Sierra Vista Community Connect
- 17 October 2022 – Buena High School College & Career Fair
- 18 October 2022 – St. David High School College & Career Fair
- 27 October 2022 – Ft Huachuca National Disability Employment Awareness Month Celebration
- 28 October 2022 – Ft Huachuca- SFL-TAP Hiring Fair
- 1 November 2022 – Valley Telecom Luncheon, re: broadband
- 1 November 2022 – Sierra Vista Community Connect
- 2 November 2022 – Bring a Vet to Lunch.
- 9 November 2022 – Connect with Your Workforce
- 10 November 2022 – Unisea Job Fair
- 16 November 2022 – Casa de Esperanza Open House & Ribbon Cutting
- 29 November 2022 – Giving Tuesday Event at the Mall in Sierra Vista
- 6 December 2022 – Sierra Vista Community Connection
- December 2022 – “Jingle Mingle” with Cochise County Network Breakfast
- 13 & 14 December 2022 – Hiring event for Core Civic
- 3 January 2023 – Safford Open House – 1-year anniversary
- 3 January 2023 – Sierra Vista Community Connect
- 12-13 January 2023 – Training Expo – Phoenix – 9 staff attended
- 19 January 2023 – Employer Day at SFL-TAP – Fort Huachuca
- 25 January 2023 – Cochise County Network Breakfast – Zoom
- 25 January 2023 – SACA Network Lunch -Workforce Development
- 31 January 2023 – New Comer Orientation – Fort Huachuca
- 3 February 2023 – On Radio with Cochise County Sheriff Friday Report
- 7 February 2023 – Sierra Vista Community Connect
- 7 February 2023 – Orientation for the Cochise College Cyber Club
- 14 February 2023 – ISEC Tech Summit – Fort Huachuca
- 15 February 2023 – Ribbon Cutting/Open House for Senior Helpers in SV
- 22 February 2023 – Hosted Greenlee County Chamber Mixer at Clifton office
- 22 & 23 February 2023 – Core Civic Hiring Event
- 23 & 24 February 2023 – SOSI Hiring Event
- 28 February 2023 – Newcomers Orientation – Fort Huachuca
- 1 March 2023 – Met with Buena High School Seniors re: H-1B One Workforce Grant
- 6 March 2023 – Sierra Vista City Council Meet & Greet
- 8 March 2023 – Greenlee County Chamber meeting
- 7 March 2023 – Sierra Vista Community Connect

- 10 March 2023 – Prayer Breakfast on Fort Huachuca
- 11 March 2023 – Non-Profit Saturday at the mall at Sierra vista
- 14 March 2023 – Good Morning Sierra Vista
- 15 March 2023 – Introduction to Moonshot Pioneer Pitch
- 16 March 2023 – LWDB Meeting in Benson
- 16 March 2023 – Business at Twilight at the Herald/Media Review
- 17 March 2023 – Cochise County Sheriff’s Radio Show
- 22 March 2023 – Cochise College Business Advisory Council Meeting
- 23 March 2023 – 2023 Spring Hiring & Career Fair, Day-1 at Cochise College Campus -SV
- 24 March 2023 – 2023 Spring Hiring & Career Fair, Day-2 at the Cochise College Downtown Center, SV
- 27 March 2023 to 26 April 2023 – ACRC with CAS-SV
- 31 March 2023 – Arizona Healthcare Workforce Summit
- 7 April 2023 – Speak to Buena High Schools Future Focus Class
- 12 April 2023 – Speak to Cochise Serving Veterans
- 13 April 2023 – Douglas Spring Hiring & Career Fair at Cochise College Douglas
- 21 April 2023 – Presentation to First Baptist Christian Academy
- 21 April 2023 – Cochise College Expo
- 28 April 2023 - SFL-TAP Spring Hiring Fair
- 28 April 2023 – US Forest Service Hiring Event in Douglas
- 29 April 2023 – Attended Greenlee County Speed Networking Event for Small Business
- 3 May 2023 – Military Affairs Committee (MAC) Luncheon
- 5 May 2023 – Attended SEACUS award luncheon
- 8 May – 11 May 2023 – NAWDP Conference
- 15 May 2023 – Buena CTE Advisory Board Meeting
- 17-18 May 2023 – 2-Day SOSi Hiring Event in Sierra Vista
- 17 May 2023 – Grand Opening/Ribbon Cutting of La Sierra Grill Steakhouse
- 18 May 2023 – Business at Twilight at Best Western Plus
- 19 May 2023 – Casino Themed Brunch at Prestige Assisted Living
- 25 May 2023 – Attended Graham Co. Mobilization Committee meeting
- 20 June 2023 – Greenlee County Chamber Mixer, Clifton
- 29-30 June 2023 – 2023 Arizona Workforce Summit, Phoenix

MEETINGS

- 1 July 2022 - Employer contact, Union Pacific , Dora Orona, recruiter, called and will send information.
- 1 July 2022 – Met with Brooks Scarborough, Scarborough Plumbing, discuss possibly adding open positions, maybe work experience employer
- 6 July 2022 – Meeting with CAS
- 6 July 2022 - Phone meeting Kristin Thompson Santiago Silver Creek. Job posting/labor market information
- 7 July 2022 – Meeting with the COVID-19 Vaccine Equity Grant Program Coordinator
- 7 July 2022 – Meeting with Prestige Care

- 8 July 2022 – Employer contact, Beverage House. We posted job position available.
- 8 July 2022 – Meeting with Canyon Vista Medical Center
- 8 July 2022 – Meeting with EPG Program Manager
- 11 July 2022 – Meeting with King’s Automotive
- 11 July 2022 – Meeting with City Manager of Huachuca City
- 12 July 2022 –Employer contact, Tadeo Chevron. Job position available to help change oil, fix tires and will do on the job training of other duties.
- 12 July 2022 – Meeting with Sierra Vista Chamber of Commerce
- 14 July 2022 – Cochise College Downtown Center Open House Planning
- 15 July 2022 – Meeting with Granite Construction Inc.
- 20 July 2022 – Met with Tianna, Manager 8th St. Athletic Club
- July 21, 2022 – Phone meeting with Jonathan Walker, Sodexo
- 21 July 2022 – Meeting with Make It Matter National Account Services
- 22 July 2022 – Meeting with Dean Kevin Peck, EAC
- 27 July 2022 – Meeting with Flores Reliable Roofing
- 29 July 2022 – Working with Clare Santes trying to coordinate getting program information to clients at Our Neighbors Farm and Pantry
- 1 August 2022 – Meeting with the new Community Engagement Specialist for Child & Family Resources.
- 1 August 2022 – Meeting with Cochise College
- 9 August 2022 – Meeting with Teksynap
- 10 August 2022 – Meeting with Passport Health
- 10 August 2022 – Meeting with Chicanos Por La Causa
- 11 August meeting with Child & Family Resources
- 12 August 2022 – Meeting with Holy Trinity Monastery Center
- 12 August 2022 – Meeting with CAS’s Future 101 Teacher about ACRC
- 17 August 2022 – Meeting with Douglas Police Chief
- 18 August 2022 – Meeting with CCHC about Mobile Units
- 18 August 2022 – Met with Sean Wenham, Freeport McMoran
- 30 August 2022 – Attend Greenlee County Chamber Mixer
- 31 August 2022 – Met with Cochise College Adult Education, Benson
- 1 September 2022 – Meeting with UPS Store
- 2 September 2022 – Meeting with Child Care Resource & Referral
- 5 September 2022 – Meeting with CSL Plasma
- 6 September 2022 – Meeting with AITC Inc.
- 7 September 2022 – Meeting with Pinnacle Solutions
- 8 September 2022 – Meeting with National Bank of Arizona
- 8 September 2022 Meeting with Liz Harrah
- 8 September 2022 – Meeting with 3 Kings Automotive Representative
- 12 September 2022 – Meeting with the City of Bisbee Director
- 13 September 2022 – Met with John H., Graham County Supervisor
- 13 September 2022 – Meeting with El Coronado Café Manager, has 2 openings
- 13 September 2022 – Post job for Santiago Silver Creek, 3 openings
- 14 September 2022 – Post jobs for 8th Street Athletic Club

- 15 September 2022 – Meeting with USAZ Group
- 15 September 2022 – Meeting with Cochise County Fair Director – needs 3 people
- 16 September 2022 – Meeting with Cochise College’s New Advising and Counseling Liaison – Amy P.
- 19 September 2022 – Arizona Firearms Training Institute meeting, needs 15 people to work at Cochise County Fair
- 20 September 2022 – Meeting with Lucid Motors
- 22 September 2022 – Meeting with Matthew R. for JACOBS EPG
- 22 September 2022 – Post jobs for Hope Installations – 2 Tractor Supply, 4 Brightview Landscaping 6 (Greenlee county)
- 23 September 2022 – Meeting with SVUSD
- 26 September 2022 – Meeting with Luchaaz
- 3 October 2022 – Meeting with West End Commission Committee
- 3 October 2022 – Post jobs for local attorney, Grant W., 2 openings
- 3 October 2022 – Phone meeting with UA, Mt. Graham Observatory
- 4 October 2022 – Red Oven Pizza, 2 openings
- 5 October 2022 – Meeting with Spenser Construction
- 6 October 2022 – Meeting with SSVEC
- 6 October 2022 – Meeting with Sierra Vista Carpet Cleaning
- 7 October 2022 – Meeting with AITC Inc
- 7 October 2022 – Meeting with LMBI Inc.
- 10 October 2022 – Meeting with CAS HR.
- 10 October 2022 – Meeting with Gabriel Cruz, Cruz Farms
- 14 October 2022 – Meet with G & F Electric, need entry level electrical helpers
- 14 October 2022 – Meeting with SEABHS & Tony Boone
- 15 October 2022 – Meeting with Linda M. – Job seeker
- 17 October 2022 – Meeting with Devan L. – jobseeker.
- 17 October 2022 – Meeting with Life Care Centers of Sierra Vista.
- 17 October 2022 - Meeting with CAS HR.
- 18 October 2022 – Meeting with Trinity Services Group
- 18 October 2022 – Attended EAC CDL Committee meeting
- 19 October 2022 – Meeting with Job Path
- 24 October 2022 – Meeting with CAS HR.
- 24 October 2022 – Post 2 job openings for Bashas grocery
- 25 October 2022 – Meeting with Direct Business Publications
- 25 October 2022 – Meeting with Terra Tough USA
- 26 October 2022 – Post jobs for Easter Seals Blake Foundation, Haven Health, Advanced Air Systems
- 26 October 2022 – Meeting with AAA Medical Transportation
- 1 November 2022 – Meeting with the new Goodwill Workforce Specialist.
- 2 November 2022 – Meeting with Boutique Healthcare Recruitment Process Outsourcing.
- 4 November 2022 – Meeting with Pima Community College.
- 4 November 2022 – Meeting with National Bank of Arizona

- 8 November 2022 – Meeting with Tech Synap
- 8 November 2022 – Meeting with Brandy C. – jobseeker.
- 10 November 2022 – Meeting with Executive Director of Hummingbird Senior Resort Living
- 10 November 2022 – Meeting with Mitchell’s Remodeling
- 10 November 2022 – Phone call from Greenlee County Detention – still struggling to fill open positions
- 14 November 2022 – Meeting with Herald/Review Media
- 15 November 2022 – Meeting with Core Civic
- 16 November 2022 – Meeting with SSVEC
- 16 November 2022 – Meeting with Gabriel Cruz, Cruz Farm
- 16 November 2022 – Meeting with Joann C, Greenlee County would like to do a youth work experience in her office.
- 16 November 2022 – Meeting with Erica G., Greenlee County Economic Development
- 28 November 2022 – Meeting with Our Neighbors Farm and Pantry
- 1 December 2022 – Greenlee County Outreach-Dina’s – 2 openings, Dollar Genera-2 openings
- 2 December 2022 – Meeting with SSVEC – Job post 1
- 2 December 2022 – Meeting with Haven of Sierra Vista
- 5 December 2022 – Meeting with Sargent Aerospace and Defense
- 5 December 2022 – Meeting with Cochise College Student Advisory Department
- 6 December 2022 – Meeting with Hummingbird Senior Resort Living – Job Posts 4
- 7 December 2022 – Meeting with Core Civic
- 14 December 2022 – Greenlee County Chamber Mixer
- 3 January 2023 – Meeting with Premier Alliances Inc.
- 3 January 2023 – Meeting with Jacobs – Sarah Rioux
- 4 January 2023 – Meeting with Thunder Mountain Pools – Job Posts
- 4 January 2023 – Meeting with Palominos Fire District – Job Posts Follow-up
- 4 January 2023 – Meeting with Belinda Mills, Editor Eastern Arizona Courier
- 5 January 2023 – Meeting with Ever After Assisted Living – Job Posts
- 6 January 2023 – Meeting with Herald/Review – interview about Challenges for Law Enforcement Hiring
- 11 January 2023 – Meeting with Bisbee Personnel Director
- 13 January 2023 – Meeting with Terra Tough USA
- 13 January 2023 – Meeting with Hummingbird Senior Resort Living – Job Post Follow-up
- 16 January 2023 – Meeting with Corey – Job Seeker to talk about going back to school
- 18 January 2023 – Meeting with Victoria Silva, Safford City Library
- 20 January 2023 – Meeting with Business Services in Pinal County
- 23 January 2023 – Meeting with In-Balance Academy – job posts
- 30 January 2023 – Meeting with Herald/Review Media
- 30 January 2023 – Meeting with Farmers Insurance Agent – Job Post
- 31 January 2023 – Meeting with Auto Logic – Job Posts
- 31 January 2023 – Meeting with GDIT

- 2 February 2023 – Meeting with Leonard Getgason – About Workforce Grants
- 3 February 2023 – Meeting with Vista Pros Heating and Cooling
- 6 February 2023 – Meeting with St, Paul De Vincent Board/Council
- 7 February 2023 – Meeting with Cochise College Tech. Club (H-1B Grant)
- 13 February 2023 – Meeting with Job Corp
- 15 February 2023 – Meeting with Amy Pressler – Cochise College
- 21 February 2023 – IPR for Strategic Planning on Fort Huachuca
- 21 February 2023 – Meeting with SOSI
- 21 February 2023 – Meeting with Hummingbird Senior Resort Living
- 1 March 2023 – Meeting with new CTE Outreach Coordinator for Buena High School
- 1 March 2023 – Meeting with Miracles of a Second Chance
- 1 March 2023 – Meeting with Hummingbird Senior Resort Living
- 1 March 2023 – Meeting with Lawley Chevrolet
- 2 March 2023 – Meeting with Herald/Review Media
- 6 March 2023 – EAC Perkins Grant Committee Meeting
- 6 March 2023 – meeting with CAS
- 6 March 2023 – Meeting with MC Companies
- 8 March 2023 – Greenlee County Chamber meeting
- 9 March 2023 – Meeting with Huachuca City
- 10 March 2023 – Meeting with LA Frontera
- 11 March – 2023 Meeting with Hummingbird Senior resort Living
- 14 March 2023 – Meeting with Cochise College Career Services
- 16 March 2023 – Meeting with Fancy Pizzeria, Safford
- 17 March 2023 – Meeting with SEAGO
- 21 March 2023 – Meeting with SSVEC
- 29 March 2023 – Meeting with LaMeles Services LLC
- 31 March 2023 -Meeting with Hummingbird Senior Resort Living
- 3 April 2023 – Meeting with Our Neighbors Farm & Pantry
- 10 April 2023 – Meeting with UPS
- 11 April 2023 – Meeting with Village Christian Pre-School
- 12 April 2023 – Meeting with SSVEC
- 21 April 2023 – Meeting with Hummingbird Senior Resort Living
- 21 April 2023 – Meeting with Success DS Properties
- 23 April 2023 – Meeting with Legal Shield
- 26 April 2023 – Meeting with KE&G Construction
- 27 April 2023 – Meeting with United Way of Graham and Greenlee counties
- 1 May 2023 – Meeting with Hummingbird Senior Resort Living
- 4 May 2023 – Meeting with Frida’s Studio Floral Design
- 4 May 2023 – Meeting with JMAX Electrical
- 8 May 2023 – Meeting with CAS
- 12 May 2023 – Meeting with Hummingbird Senior Resort Living
- 12 May 2023 – Meeting with SSVEC
- 12 May 2023 – Meeting with Haymore & Forsberg Certified Public Accountants
- 15 May 2023 – Meeting with CSL Plasma

- 16 May 2023 – Meeting with Nemean Solutions LLC.
- 19 May 2023 – Meeting with First Glass, looking to hire one person
- 22 May 2023 – Meeting with New Image Building
- 22 May 2023 – Meeting with VA
- 23 May 2023 – Meeting with the American Legion in Douglas
- 24 May 2023 – Meeting with Charmaine C., EAC for RPED Grant discussion
- 25 May 2023 – Meeting with V2X (formerly Vectrus)
- 30 May 2023 – Meeting with Jacob’s EPG
- 30 May 2023 – Meeting with Agile Defense
- 5 June 2023 – Meeting with Victoria S, Director Safford Library

ECONOMIC DEVELOPMENT

- Connected with over 450 businesses in Cochise County assessing their needs and providing resources.
- June 2022 – 28 jobs posted and shared through variety of sources
- 28-30 June 2022 – 3 Day Hiring Fair Had 40 employers with 232 attendees. There were at least 41 interviews and 23 hires that were reported.
- July 2022 – 301 jobs posted in AJC and shared through a variety of sources
- 29 July 2022 – 2022 Douglas Hiring Fair had 28 employers, 134 attendees.
- Douglas Hiring Fair had at least 19 interviews that were reported. No update on hires yet.
- August 2022 – Cochise Serving Veterans stand down and Hiring fair had 7 businesses and 100 attendees.
- August 2022 – Teaching 58 High School Students about Soft Skills to prepare them to take the Arizona Career Readiness Credential
- Connected with over 450 businesses in Cochise County assessing their needs and providing resources.
- 2022 Fall Hiring Fair had 71 Employees/Organizations attend and over 150 jobseekers.
- Posted 10 Jobs in September 2022 through AJC and/or Social Media Platforms.
- Posted over 210 jobs in October 2022 through AJC and/or social media platforms.
- Posted over 40 jobs in November 2022 through AJC and/or social media
- November 2022 – Posts reached over 5,000 people.
- At least 17 people were hired from the 2022 Fall Hiring Fair
- Connected with over 350 businesses in Cochise County assessing their needs and providing resources.
- Connected/Made 16 new contacts with 6 being new businesses in Cochise County.
- Connected with over 350 businesses in Cochise County assessing their needs and providing resources.
- 2023 Spring Hiring & Career Fair Day - 1 had 66 Employers/Organizations attend and over 197 jobseekers.
- 2023 Spring Hiring & Career Fair Day-2 – had 65 Employers/Organizations and over 165 Job Seekers
- 2023 Douglas Spring Hiring Fair – had 23 Businesses/Organizations with over 101 Job seekers

- Posted over 45 jobs in this quarter through AJC and/or Social Media Platforms.
- At least 15 people were hired from the 2023 Spring Hiring & Career Fair. Based on Employer Feedback

INVOLVEMENTS

- 6 July 2022 – entered 3 jobs into AJC for the City of Sierra Vista
- 7 July 2022 – Entered 7 jobs in AJC for CAS, 1 for Echoing hope Ranch and 8 for KE&G Construction.
- 8 July 2022 – Entered 8 jobs in AJC for Life Care Center of Sierra Vista, 7 for Chiricahua Community Health Centers, and 11 for the City of Sierra Vista
- 11 July 2022 – Entered 25 jobs into AJC for Canyon Vista Medical Center, 2 for the City of Sierra Vista, and 5 for Prestige Living
- 12 July 2022 – Entered 27 jobs into AJC for Canyon Vista Medical Center
- 13 July 2022 – Entered 47 jobs into AJC for the Sierra vista Unified School District
- 14 July 2022 – Entered 23 jobs into AJC for Chiricahua Community Health Centers, 2 for the City of Sierra Vista, and 3 for Copper Queen Community Hospital
- 15 July 2022 – Entered 10 jobs into AJC for Eden Health, 1 for Echoing Hope Ranch, 6 for Grasshopper Landscaping, 6 for Haven of Sierra Vista, and 4 for Life care Centers of Sierra Vista
- 16 July 2022 – Entered 8 jobs in AJC for Copper Queen Community Hospital
- 18 July 2022 – 24 jobs entered into AJC for Cochise College, 1 for Echoing Hope Ranch, 5 for Haven of Douglas, 4 for the city of Douglas, and 25 for the Douglas Unified School District
- 19 July 2022 – Entered 4 job orders into AJC for the City of Douglas, 3 for Premier Alliance, 5 for Canyon Vista Medical Center and 3 for Cochise College
- 21 July 2022 – Entered 9 jobs in AJC for Sierra Vista Unified School District, 4 for Life Care Center of Sierra Vista, and 1 for SEAGO
- 6 September 2022 – ACRC Testing
- 12-16 September 2022 – Proctored the Arizona Career Readiness Credential Exams to 59 students at Center for Academic Success’s Future 101 Class.
- 14 September 2022 – Job Search with over 1,000 jobs found in Cochise County.
- 16 September 2022 – Radio Interview with Cochise Sheriff’s Talk Show to discuss Job Fair.
- 19 September 2022 – Began sending out the 2022 Business Services Surveys
- 6 October 2022 – Job Search with over 945 Jobs County Wide.
- 18 October 2022 – Job Search with over 936 jobs in the County.
- 20 October 2022 – Job Search for the Douglas area with over 196 in Douglas
- 27 October 2022 – JACOBS virtual hiring fair.
- 2 November 2022 – Job Search with over 1500 jobs in the County.
- 3 November 2022 – Spoke to the Future Focus Classes at Buena High School.
- 14 November 2022 – CTE Advisory Council Meeting at Buena High School
- 2 January 2023 – Job search resulting in over 1120 jobs in Cochise County with 701 in Sierra Vista

- 17 January 2023 – Job search resulting in over 1130 jobs in Cochise County with 691 in Sierra Vista
- 8 February 2023 – Job search resulting in over 1130 jobs in Cochise County with 739 in Sierra Vista.
- 21 February 2023 – Job search resulting in over 1200 jobs in Cochise County and 779 in Sierra Vista. Broken Down by city and town as well.
- 1 December 2022 – Job Search resulting in over 1200 jobs in Cochise County and 734 in Sierra Vista. Also broken down by city and towns in Cochise County
- Posted over 350 jobs this quarter in AJC and on our Social media platforms.
- Google report shows 1,020 interactions this quarter with 271 calls, 312 asked for directions to us, 437 visited our website, 1, 682 people searched for us on Google.
- Google report for this quarter showed 4,487 people viewed our profile
- March, April & May 2023 – Collaborated on the Fort Huachuca Strategic Plan
- March-April 2023 – Taught 37 students Soft Skills and 28 Students from CAS passed and received their Arizona Career Ready Credential (ACRC)
- April 2023 – Spoke to over 100 students about workforce and job market.
- Over 4.1K Followers on Facebook
- Last 28 Days reached over 8k and had over 556 visits to our Facebook Page.

COMMUNITY PARTNERSHIPS AND PANEL MEETINGS

- 9 November 2022 – Graham and Greenlee Partners Meeting with Freeport McMoran
- 14 & 15 February 2023 – Graham and Greenlee Partners Meeting with Freeport McMoran

JOB CENTER STATISTICS BY LOCATION

Below is a summary of the number of visitors to our job centers during 2022-2023 and 2021-2022:

	<u>2022-2023</u>	<u>2021-2022</u>	<u>Difference</u>
Sierra Vista	6,336	7,085	(749)
Douglas	5,717	6,832	(1,115)
Graham County	3,690	3,898	(208)
Greenlee County	344	631	(287)
Grand Totals	16,087	18,446	(2,359)

SUCCESS STORIES FROM OUR CLIENTS

Name: L.S.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

On May 4, 2022 I was released from prison after doing 11 ½ years on a 12 ½ year sentence. 48 years old and I had no direction in life. I had no past work experience or career skills until I attended the workforce innovation program.

Tell us about your successes after enrollment in WIOA:

I received my CDL Class A through HDS Truck Driving Institute. I am now working for Freeport McMoran as a haul truck driver. I love my job and am set for a bright future ahead of me.

What was your goal coming to our office/program?

My goal was to obtain employment in a career that I knew that was fit for me. I heard that the WIOA program and ARIZONA@WORK helps individuals like me seek employment and I knew that was the right place to go.

How did the program assist you in meeting your goals?

The program went above and beyond my expectations. Not only did they pay for me to get my CDL but provided me with clothes and shoes to make sure I was fit for duty. They also provided me with HELP for fuel for my vehicle and paid for my hotel stays while attending HDS Truck Driving school. Everyone at ARIZONA@WORK stepped up and helped me build my resume and provided me with job opportunities.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment was getting a job at something I am passionate about and I am building a career out of it. I now have my CDL Class A driver's license and have endless opportunities.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Without the help from this program I would still be without a career and searching for guidance on my steps for employment. This program has impacted my life tremendously. It has given me skills needed for obtaining career opportunities. It has given me confidence in knowing that I can succeed.

Additional comments:

I would like to give a special shout out and thank you to my Career Advisor, Sylvia T., for going above and beyond in helping me obtain this opportunity, believing in me, and giving me a chance to prove myself. Without her guidance I wouldn't have been able to do it on my own. Special

thank you to all the staff at ARIZONA@WORK for all their great HELP. Also, I would like to thank the WIOA program. This opportunity has given me a career path for a bright future!!

Name: A.E.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before my enrollment I was contemplating whether I was going to ever be able to support my family as more than just a wife and a mom. I had contemplated becoming an RN for years and since childcare cost as much as I was earning working full time, we decided it was best to just stay home and pursue a new career. It was hard and money was tight but after getting my prerequisites out of the way, I applied for the nursing program and got in.

Tell us about your successes after enrollment in WIOA:

After getting accepted into the Nursing Program at Cochise, I decided to go to an orientation meeting and then was assigned Sylvia as my advisor. Sylvia did everything she could to support me throughout my schooling and after, when I was letting my testing anxiety win. She cheered me on and let me cry to her about my struggles and never gave up on me. I just finished my first week as a Dialysis RN with DaVita Dialysis and I've never felt more accomplished or proud of myself...ever. This program allowed my family to not feel the added stress of more bills while I was in school, and that piece of mind is priceless and I will forever be grateful.

What was your goal coming to our office/program?

When I went to the orientation, I didn't have much hope of being accepted into the program. We fit in to the class of working people where you don't make enough to have much extra, but you make too much for help. I went anyhow in hopes of getting some financial assistance and another person cheering me on.

How did the program assist you in meeting your goals?

Having Sylvia in my corner every step of the way helped...a lot. My pride took a beating when I didn't breeze through the program like I had all schooling prior to this, and it was hard to face anyone! But she never got disappointed in me and had my back the whole time. I was offered everything I could need and as my tools as I needed to succeed.

What would you say are your greatest accomplishments after completing our program?

I got my dang RN baby!! That's huge for me and my family!! Having the financial stability to be able to do more as a family and take more camping trips and be able to have a backup fund for life's ups and downs is a big deal for my family and finally being able to contribute to that is just...awesome.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

It has impacted my life for the better. I am a momma of three, married to a man working crazy hours to support his family and I was working a job that left me with around \$20 after paying

childcare every week. I'm now a momma of three with a husband that will now be able to work way less and enjoy his family more because he won't have to work as much to support us. Now WE support US and I love that part.

Additional comments:

Thank you to all of the staff of the Sierra Vista AZ@Work for believing in me and supporting me as I made my way through the program, passed the NCLEX and became an RN.

Name: M.N.G.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Hard working mother of 3 gorgeous boys, I became a Medical Assistant/Phlebotomist in 2015 and worked at a family practice for many years, I switched jobs during COVID-19 and then decided I wanted to become an EMT, I would be offered better pay if I completed EMT certificate, so I decided to go for it.

Tell us about your successes after enrollment in WIOA:

Thanks to WIOA and career advisor I was able to complete the EMT program and was hired as an EMT at my current job with better pay, now I can say I can take better care of my boys' needs.

What was your goal coming to our office/program?

My goal to better myself in the medical field and take better care of my children.

How did the program assist you in meeting your goals?

The program paid for my whole EMT course, including books and uniform, they also assisted with a laptop, and I was able to study at work and from home.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment would be that I proved to myself that I could better myself. Also, showed my children that anything is possible.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Entering the program was hard, doubted myself all the time, but now I know I am capable to accomplish anything.

Additional comments:

Would like to thank Tammy B, she has been amazing.

Name: C.L.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before enrolling in WIOA I paid for all my courses myself or through financial aid. Unfortunately, for that school year I signed up, I did not get approved for financial aid. I worked part time at Ulta Beauty in between my class days. However, I was not getting paid enough to afford my classes even though my class was on a grant with Chiricahua.

Tell us about your successes after enrollment in WIOA:

I was able to get hired at Chiricahua Community Health Center as a Medical Assistant before I even graduated with my certificate. I did my internship there and shortly after they interviewed me for a student position. I got hired March 27 and I am still employed. I am working with HR to get my title change from student MA to MA 1 so that's very exciting.

What was your goal coming to our office/program?

My goal coming to your office was to receive financial assistance.

How did the program assist you in meeting your goals?

The program helped me pay for my tuition as well as other miscellaneous things I needed for the program. Since I was able to get my tuition paid for I was able to keep working part time and focus more on my studies.

What would you say are your greatest accomplishments after completing our program?

I completed my course with an A and I made it on the Presidents list for high honors. I passed my CCMA certification test through the NHA. I got a good paying job in the field I studied.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, I got my first job in the field I chose to study so that's all I could ever ask for! That was one of my main concerns, making sure I would find a job after graduation.

Additional comments:

Tammy B., my career advisor, often went above and beyond for me. I appreciate everything she did for me as well as what this program provided me with. Thank you.

Name: N.A.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before my enrollment in the (WIOA) I was a elementary school dropout in adult education classes at Cochise College in Sierra Vista AZ. I did not have a clear access to my personal goals or any viable ways to achieve them.

Tell us about your successes after enrollment in WIOA:

I was able to attend C.N.A. classes and graduate them 5/11/2023. This program is the reason I have been able to progress my life at this pace. This program enabled me to get the foundation of a life started and thanks to this program I have been able to further my academic pursuits with less worry

allowing me to also begin my push towards allied health and nursing after my success with the C.N.A. classes.

What was your goal coming to our office/program?

My goal prior to coming to the program was to be able to continue my education after obtaining my GED.

How did the program assist you in meeting your goals?

This program helped me in so many way's from covering the tuition and class costs to books and supplies needed to attend the classes. I always had the support from my advisor. Maria Adams, and was given opportunities I would not have been able to dream of it it was not for this program.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment would be having not just the education I was able to obtain. I was able to find the field I want to work in and thanks to the program I made it through the necessary classes and training required. The accomplishment this program has given me is a fresh start to my life.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

When I entered the program, I was in a constant state of worry for my future, I had no funds to educate myself or obtain schooling supplies. With the constant support from the program I was able to gain a grasp on where I want to be and what I want to do this program gave me confidence. This program is the reason I will have a brighter future ahead of me. So, in short, I will say yes this program has had a major impact on my life and I am grateful to have been in it.

Additional comments:

The program and Mrs. Maria have never let me down or given my any problems. I believe this program is an amazing opportunity for anyone in a rough patch or just needs assistance. I had ay costs related to my education covered and was given opportunities for internships and work in the spaces my field of work would be in. This program changes lives for the better.

Name: J.M.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I was working prior with the City of Douglas as an information Technology Technician I would manage endpoint users and make sure that their systems were up and running as well as answering any questions or concerns they might have had.

Tell us about your successes after enrollment in WIOA:

I managed to go up in the ladder and made my way to become an Information Technology Specialist. From here, I pivoted and now work on our Network Infrastructure and maintain the back-end portion of our Network.

What was your goal coming to our office/program?

Finishing my degree and going one step forward within my education as well as my career.

How did the program assist you in meeting your goals?

It was able to pay for the remaining portion of my tuition, allowing me to learn and grow within my career and become a valuable asset within my infrastructure.

What would you say are your greatest accomplishments after completing our program?

Creating a network from scratch, learning, as well as moving up in my position as well as ability.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, it was a relief to be able to focus only on completing my classes and not having to worry about how I would pay for these classes. I had the ability to devote time into my craft instead of worrying about the financial aspects.

Additional comments:

This program is extremely useful and critical to the people that truly need it. I was able to learn and focus on my responsibility as a student and not have to be burdened with not being able to afford it. Overall, this program is critical to people within my area as well as people who come from similar backgrounds who want to make a difference in their life. This program bridges the gap that some people unfortunately are unable to and allows them to learn and do what they enjoy.

Name: P.A.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Although working with people and for a company I enjoyed, I was in a dead-end position that had no challenges. There would be no change without a CompTIA certificate, specifically Security+.

Tell us about your successes after enrollment in WIOA:

Within two days of obtaining my Security+ certificate I was promoted, received a significant pay raise, and began a new position that has provided challenges and allowed me to assist others on the contract to clear out low level items that had been clinging on for a long time. This allowed the project managers and contract leadership to focus on more significant issues.

What was your goal coming to our office/program?

To obtain CompTIA Security+ certification.

How did the program assist you in meeting your goals?

I was able to take training that provided the information necessary for me to pass the test.

What would you say are your greatest accomplishments after completing our program?

I was able to learn how to use a new application that has allowed me to assist others in completing their requirements.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Without this program it is highly unlikely that I would have obtained my Security+ certification on my own, self-study is an important component but learning from others in the field is important. This allowed me to advance and learn many things that I would not have had access to with the certification.

Name: J.V.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I was working at Walmart living paycheck to paycheck. I knew I needed to make a change so I enrolled in the nursing program at Cochise College. I came across the program via word of mouth and decided to go ahead and try to see if I got approved since I was paying out of pocket for tuition and books. I did not qualify for financial aid because I already had a bachelor's degree. This program was a life saver and helped me pay for all my educational expenses that I would have otherwise had to pay out of pocket or take out a loan for.

Tell us about your successes after enrollment in WIOA:

Thanks to the program I now have a great job as an LPN. I am able to live the life I have always wanted and don't have to worry about finance anymore. I now have a job that I enjoy going to and I feel a sense of satisfaction every day from the people I help.

What was your goal coming to our office/program?

To get financial assistance for school.

How did the program assist you in meeting your goals?

By lessening the financial burdens of high education, I was able to obtain my degree while working full time.

What would you say are your greatest accomplishments after completing our program?

Graduating and getting a job I am proud of.

Name: S.V.

Tell us about yourself before enrollment in Workforce Innovation Opportunity Act (WIOA)/HI-B-One Workforce Grant (the grant is in partnership with Pima County)

I have worked with a wonderful company on a government contract before the contract was successfully completed and after a few projects were still in need of my services and experience. However, a change to the entire layout of the government's needs made it virtually impossible for the company to sustain me and a good number of coworkers and

we were laid off. After hundreds of attempts to apply with jobs and following a career advising companies instructions, I ended up running into the same cul-de-sac; a certificate was needed to continue in my field as IT expert. My previous position was in no requirement of certifications but welcomed them of course. Now, with what I have learned, it is a must in government contracting or civilian government IT branch. I decided to pursue a CompTIA cert and failed after a long period of studying. I learned I have test anxiety and it hindered my moving forward. On top of all things, every job I had applied for outside of IT would not even respond or tell me I am overqualified. It was discouraging. I reached a point of no support and no further ideas of what to do... until... I realized I made a major mistake by not involving AZ@Work from the start. Once, I participated in the initial orientation, I realized that this was the key to open the doors I needed open.

Tell us about your successes after enrollment:

First, I have to mention that in September of 2022, I had an interview that went very successful, and they gave me a contingent job offer, with the stipulation that I will obtain my certificate and obtain my TS/SCI security clearance. With this in hand and the will to get it delivered as requested. I went ahead and tried by using the AZ@Work support to get another voucher for a retest on my cert. I failed twice and just couldn't understand why. I have 12+ years of detailed experience in this field and am good at what I do, but it just would always keep me only shy by merely single digit points to pass the exam. After having sobering conversation with myself and talking to Sylvia Thorp is the moment I realized, I need help with studying the material right for CompTIA. So, Sylvia and Maria got me taken care of with introducing me to New Horizons, who have turned out to be just as amazing as the team at AZ@Work. Jon S. has been very supportive, engaged, and knowledgeable about what to do and how to get there. I got signed up, filled out and submitted all required paperwork and it went all so fast...then next thing I know... I am in a bootcamp for Security+. One-week of 8 hours daily training, learning, and sharing information regarding that subject matter. I received my voucher very quickly too. I started the bootcamp in December 2022 and on the 4th of January. I had my exam for the certificate. I passed. This was the greatest feeling and my confidence in myself was restored. I immediately notified everyone I knew that needed to know. The company that offered me the job, including AZ@Work, New Horizons, and of course my family. The relief and drop of the boulder on my shoulders was heard around the world. I did obtain my security clearance and I am happily working now. If it wasn't for AZ@Work and their career advisors, I would have lost everything and then some. They have not only been calm, understanding, working above and beyond, but the compassion and sober direct demeanor was just what I needed. I cannot praise their efforts and support enough and encourage to use the services they offer at any time you think you may need it. It will never be without reward of knowledge or a future career opportunity to share your situation with them and see their magic work.

What was your goals coming to our office/program?

I was desperate and I was without knowledge of how to proceed with all the trouble I had been in finding a job, making it to the next day, and providing for my family. My goal was to get direction and help to find a job. And after the orientation and the actually clarity of what they can do, I was stunned and overwhelmed. This my goal was redirected and my initial plans supported, simply based on what I wanted to do (become a certified IT professional) and get hired on with the company that offered me a job. Now they have not only accomplished that by pushing me in the right direction, but also, have made me see opportunities and their intentions in a different light. It was not just business... they cared.

How did the program assist in you meeting your goals?

Sylvia T. and Maria A. have both helped me get the right program for my goals and needs, but also protected me and my family from losing our apartment and means to continue reaching my goals until I had crossed the finish line as a winner.

What would you say are your greatest accomplishments after completing our program?

Obtaining the Security+ Certification and working again. Additionally, I have gained a new perspective and understanding for the importance and impact of AZ@WORK and New Horizons to the job seeker.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

As I stated, the impact this program had and still has is that I am grateful beyond measure and I am still today trying to pay it forward by sharing my experience with others in need of that same push or that feel lost in the system. I also help volunteering for Jon S. to answer questions for interviews as IT professional for future graduates; helping them understand what IT entails, what is expected, and how a career in this field looks in the future.

Additional Comments:

I would like to thank you at AZ@WORK, New Horizons, and all the work behind the scenes for what you have done for my family and me. Without you, this accomplishment and the stability I now receive would be a big question mark today. You make it happen and that I will never forget.

Name: C.K.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Around the time I enrolled, my wife had lost her job. I had wanted to get into the trucking industry before, but I had no funds for schooling. A previous HDS student told me about

ARIZONA@WORK as did former nursing students. I decided to take the leap after a few months of independent research.

Tell us about your successes after enrollment in WIOA:

It was amazing. I went to ARIZONA@WORK and Sylvia got my information. She worked quickly on my behalf. Tammy helped me with funding and advised me during some tough times. You see, I contracted COVID-19 during my process and I had to sit out for nearly two weeks. I was on isolation at home. I was already part-time at HDS so the extra support was greatly appreciated. Even though it took several attempts, I got my CDL.

What was your goal coming to our office/program?

The goal was to provide for my wife. I had a specific annual salary I wanted and with my current estimate, I will surpass my minimum by nearly \$20,000.

How did the program assist you in meeting your goals?

The program meant everything. Even with my current level of education, I would have required more help than I would have gotten at my former place of residence.

What would you say are your greatest accomplishments after completing our program?

I would say the potential for financial independence. Also, meeting so many nice people along the way. I tell anyone who's interested how good things have gone for me. I spread the word about ARIZONA@WORK at least a couple times a week.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

I have increased confidence in my future. I moved to Arizona for the opportunity for a better life and, within a year, I was well on my way.

Additional Comments:

Thank you to Sylvia T and Tammy B. as well as HDS Trucking Institute. So many great instructors and staff members helped me. I am truly grateful.

Name: M.S.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Prior to enrollment in Workforce Innovation Opportunity Act, I earned my Bachelor's degree in Linguists. I was a language instructor. I decided to switch careers to IT. So, I hired as a DOD contractor in the IT field. DOD requirement is to have COMPTIA Security plus certificate. In order to get the certificate, I needed financial support. AZ@WORK were extremely helpful in providing the financial need to attend "self-paced" online classes through New Horizons Learning. I took the course for 8 weeks. With discipline, dedication, hard work, countless hours of studying and preparation, I was able to pass the COMPTIA Security plus exam that I took at Cochise College facilitated by Pearson.

Tell us about your successes after enrollment in WIOA:

I passed my COMPTIA Security Plus exam with first try. You have no idea what kind of conditions and life events I went through yet I was dedicated and disciplined to study. I put countless hours daily studying early mornings 4am (before work), evenings, and weekends. It took me 6-8 weeks to study and pass. Of course, without God and Jesus this would have been impossible to pass if you know what I went through this last four months. Definitely, without the support of AZ@WORK financial support and their Advisor (Maria Adams) it would have been difficult to pass my Security plus exam or I was going to be terminated from my position as an IT Security specialist, the deadline for November 1st, 2022. I beat the deadline and pass the Security Plus exam prior to the deadline. I have secured my job as IT PKI security specialist here on post for another or till the contract is over. There were many skeptics and doubtful that I was going to pass the exam before the deadline. I was able to prove them otherwise. Keep your eyes on the target, be disciplined, and ask for help from AZ@WORL along with God and Jesus in your heart, EVERYTHING IS POSSIBLE, and success is just a matter of time my friends. You can do it too!

What was your goal coming to our office/program?

My goal was to get financial help to pursue my education and pass the COMPTIA security plus exam that was required by my employer in order for me to stay employed on post.

How did the program assist you in meeting your goals?

The program provided excellent financial and emotional help and facilitated in achieving my objective: Passing COMPTIA Security plus exam.

What would you say are your greatest accomplishments after completing our program?

Earning the most and highly recognized worldwide certificate: COMPTIA Security Plus Certificate.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

This program has significantly impacted my professional, and personal life. The program provided me with financial support which made it possible to achieve and my objective that is earning an IT certificate: **COMPTIA Security Plus.**

Additional Comments:

I would like to give a special thank you to Ms. Adams, Maria, for her help and support for the last two months. Also, I would like to thank every person who was involved with my success and made it possible. Thank you for all your hard work and dedication. I truly appreciate you.

Name: D.H.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I was college baseball player at Cochise College. When I finished playing baseball, I started working at a grocery store for a few years trying to figure out what career field I wanted to get into.

Tell us about your successes after enrollment in WIOA:

After enrolling in WIOA, they helped me get through nursing school and provided me with as much resources as possible when needed.

What was your goal coming to our office/program?

Trying to find a program that could help me financially through the nursing program.

How did the program assist you in meeting your goals?

It helped me stay focused on all my task with and made sure I was staying on top of getting good grades. They helped me find resources need to become more knowledgeable in the nursing program.

What would you say are your greatest accomplishments after completing our program?

Getting my RN license

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

It impacted my life by helping me reach my goal by becoming a registered nurse and starting my career.

Name: D.S.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before my enrollment in WIOA I was getting my general studies at Cochise College and making sure I had all my pre-requisites for the Nursing Program. I was working as a Health Aide assisting a school nurse in Tombstone and living with my family.

Tell us about your successes after enrollment in WIOA:

I am now a Registered Nurse because of the help I received from WIOA. I got my Licensed Practical Nurse license a year before my RN and I had much encouragement with my family around and the help of workforce. I do not receive Pell grant and my parents care for me and my three brothers. So the financial help I received was much needed, and it helped me reach my highest goals, to be a Registered Nurse!

What was your goal coming to our office/program?

My goal coming to this office was to get support in the Nursing Program as it takes a lot of time, energy, and finances. I received endless support and help in all areas needed.

How did the program assist you in meeting your goals?

The program assisted me in getting my licenses to further my career/education and continue doing what I love in the field of nursing.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishments after completing this program would be passing the two state board of nursing exams and earning a job with it.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, this program impacted me in such way that I am now a Registered Nurse at 22 and I am able to support myself and help my family. I was discouraged before and during the Nursing program due to the hard work and costs and I can now say I got through it. It was with the mental, physical, emotional, and financial help of workforce!

Name: M.M.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I was working as a patient care tech for the past ten years at an inpatient rehabilitation facility. I have many interests such as cooking, music, art, and the outdoors but becoming a nurse has always been my dream.

Tell us about your successes after enrollment in WIOA:

I enrolled in WIOA for my fourth and final semester of nursing school. I completed that semester with an A and attended both the nursing pinning ceremony and graduation. I passed my NCLEX on my first attempt with the minimum number of questions.

What was your goal coming to our office/program?

My goal coming to the WIOA program/office was to seek tuition assistance or my final semester of nursing school.

How did the program assist you in meeting your goals?

The program was able to assist me in meeting my goals by paying my tuition for my final semester of nursing school. The program also paid for my NCLEX fees and allowed me to take the NCLEX.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishments after completing the program have been passing my NCLEX and securing an RN position at the same company I was employed through nursing school as a patient care tech. I love helping people get their life back after car accidents and other trauma or medical events through rehabilitation therapy!

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

This program impacted my life by allowing me to focus on my last semester and pass to achieve my dream of becoming a Registered Nurse.

Additional comments:

Thank you!

Name: H.M.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Married, Mom of 2 boys: 1 in high school and 1 in elementary. I had worked in the medical field for roughly 17 years as a Medical Assistant in various specialties and primary care. I completed required pre-requisites with the anticipation of acceptance into the Nursing Program at Cochise College.

Tell us about your successes after enrollment in WIOA:

Successes after enrollment include ability to purchasing Nursing books as well as the required clinical uniforms and assessment tools required to participate in the clinical portion of the program.

What was your goal coming to our office/program?

Examine the opportunity offered by WIOA to determine how I would be able to compensate for lack of funds due to taking on school full-time, instead of working.

How did the program assist you in meeting your goals?

The program provided the financial means required to attend the Nursing program. Additionally, the program provided a supportive Career Advisor who was encouraging and friendly.

What would you say are your greatest accomplishments after completing our program?

Obtaining my Registered Nurse degree!

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, it lessened the stress and financial burden that often accompanies attending school full-time along with providing the funds to test and obtain licensure.

Additional comments:

I am immensely grateful for the generous, supportive help I received to obtain my goals and become a Registered Nurse in the community of Sierra Vista. I am especially thankful for Tammy B who guided and supported me along the way.

Name: L.G.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I was a new resident in Sierra Vista ready to join the nursing program. However, I had to leave my job in order to pursue my dream career.

Tell us about your successes after enrollment in WIOA:

After enrolling with WIOA, I was able to graduate nursing school with a 3.7 GPA and get my RN license.

What was your goal coming to our office/program?

My goal was to graduate and receive the tools I needed to do so.

How did the program assist you in meeting your goals?

WIOA helped me out tremendously by allowing me to pursue my dream and decrease my financial stress.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment was receiving my RN license and working with patients to help them get better.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

This program was such a life saver for me. Without it I wouldn't have been close to reaching my dream career and goals.

Additional comments:

Tammy B. was fantastic and I am grateful for her help and kindness. I would recommend anyone trying to pursue their careers to work with her.

Name: L.S.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before enrollment I was struggling with figuring out how to pay for and afford all the things I needed/would need for school. Constantly debating if it'd be worth the financial stress.

Tell us about your successes after enrollment in WIOA:

After enrollment, I was able to focus more on school and the stresses of studying and school work, rather than the burden of how I am to afford school, books, gas and whatever else would be needed through my 2nd year of school. Without that extra burden, I was able to focus more on my studies and do very well in my courses.

What was your goal coming to our office/program?

My goal was to get financial assistance with paying for tuition and books. However, AZ@WORK provided me with so much more. They helped me pay for extra resources to use for studying, helped me pay for my ACLS, and even went above and beyond and helped me get scrubs for my new job as an RN. They have also helped me with so much more, the list could go on.

How did the program assist you in meeting your goals?

They exceeded all expectations I had for the financial help they could offer. I didn't think they would be able to do more than tuition, but whatever I needed for school, they helped provide I couldn't have been more thankful.

What would you say are your greatest accomplishments after completing our program?

My greatest accomplishment is that I became an RN! I've been hired into a hospital and have already been working for almost a month!

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, it has impacted my life because I don't think I'd be here doing my dream job w/o the stress of debt or how I'd make it this far. This organization is truly amazing. Thank you for all you've done to assist me!

Name: J.W.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

I have always known I wanted to work in healthcare, and nursing seemed like the perfect career for me. I had already finished my first year of nursing school before I enrolled in WIOA.

Tell us about your successes after enrollment in WIOA:

After enrollment, I graduated from nursing school and went on to get my RN.

What was your goal coming to our office/program?

My goal was to find a program that would help me with achieving a nursing license.

How did the program assist you in meeting your goals?

Financial support helped immensely with reaching my goals. Without it I would have been incredibly stressed.

What would you say are your greatest accomplishments after completing our program?

Becoming a registered nurse and now being able to go anywhere and still know I will have a career.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

Yes, I believe this program has offered great guidance and helped me grow as an individual.

Name: D.S.

Tell us about yourself before enrollment in the Workforce Innovation Opportunity Act (WIOA):

Before my enrollment in WIOA, I was trying to get back on my feet and I was starting my life again fresh and I had nothing. I had no idea where to start but I knew that I needed to change things in order to build a stable life for me and my toddler. I had call Arizona work and had requested information on obtaining my GED and I spoke with Maria A. who explained to me about the PYQ program and how if I qualified, I wouldn't have to pay for it.

Tell us about your successes after enrollment in WIOA:

After meeting with Maria and explaining my situation she opened so many doors of opportunities that I didn't know would ever even be possible to achieve. I got my GED and she had explained to me about College and I had never even thought about going but she took her time helping me make that possible and because of the WIOA program, I'm doing that now. With the inspiration I received from Maria and sources possible for that, I now know that anything is possible with dedication, and effort. Everyday is full of opportunities and I will stay consistent in accomplishing my goals. I feel beyond blessed to have had the opportunity to go beyond my horizons and to be able to connect with such genuine individuals at WIOA.

What was your goal coming to our office/program?

My goal initially was to get my GED and find a full-time job and now I am taking college courses to obtain my degree in the medical field.

How did the program assist you in meeting your goals?

I was placed in a safer living situation for my son and with the help of Maria I was able to obtain my GED. I'm able to attend college. I received school supplies including laptop and clothes. Internships to explore different fields of work and clothes for work.

What would you say are your greatest accomplishments after completing our program?

Some of my greatest accomplishments after completing the program is that I obtained my Ged. I was able to see what it's like to work in different fields of work. I was able to discover more about myself and how I want to be the best version of myself. I have made long term goals including finishing school and I'm now in stable housing with my toddler and I'm making the most out of every day so I can reach that goal.

Would you say that this program has impacted your life in any way from when you entered to when you completed, if so, please explain:

I would say this program has not only impacted my life but also changed me as a person. I don't doubt my ability anymore to be better at anything. I believe to be good at anything takes time and effort and this program including Maria helped me realize that and she never gave up on me even when I failed or slipped and I think that really inspired me to do better and be better and I will carry that on every day.

Additional comments:

I also want to personally thank Ms. Sylvia T., Ms. Vicki, and Ms. Kelley for being by my side through out these life experiences and for your genuine care and help. Thank Mr. Charles also for helping me with government assistance.

Social Media Sites

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

Facebook: www.facebook.com/SEAZWorks

Twitter: www.twitter.com/SEAZWorks

LinkedIn: www.linkedin.com/company/seazworks

ARIZONA@WORK-Southeastern Arizona

December 2023

ATTACHMENT A

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
Kathleen Bullock (Vice President)	Above Board Consulting 2496 South Ridge Street Sierra Vista, AZ 85650	520-227-5416/ kathleen.bullock@cox.net	Business	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/ doriswtf@cox.net	Business	Executive/ Finance
Lance Baxter	Cochise College 901 North Colombo Avenue Sierra Vista, AZ 85635	baxterl@cochise.edu	Adult Education	
Matt Bollinger	Botanical Pharm P.O. Box 908, 235 5th Street Clifton, AZ 85533	928-701-7000/ mbollinger@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	
Evonne Cummins	Iron Bow Technologies 17060 South Mesa Shadows Drive Vail, AZ 85641	520-221-3625/ evonne.cummins@ironbow.com	Business	
Sam Curtis	Valley Furniture & Appliance 350 East Armory Road Safford, AZ 85546	928-348-9340/ valleyfurniture@gmail.com	Business	
Josh DeSpain	International Brotherhood of Electrical Workers 750 S. Tucson, Blvd. Local 570 Tucson, AZ 85716	520-631-7430 joshd@ibew570.org	Labor	
Merritt Essig	International Chemical Workers Union Council, Local 184C Benson, AZ 85602	520-221-8606/ merrittessig@gmail.com	Labor	
Steven Garate	SSVEC 311 E. Wilcox Drive Sierra Vista, AZ 85635	520-508-2025/ sgarate@ssvec.com	Business/Labor	
Kim Henderson	The Blue Door 112 Park Avenue Clifton, AZ 85533	310-720-4587 sqhenderson16@gmail.com	Business	

Maryann Hockstad	Catholic Community Services Box 2135 AZ 85635	P.O. Sierra Vista,	520-456-5555/ maryann.h@cox.net	Labor
Jelensky Irons	Arizona Department of Economic Security Employer Engagement Administration 400 West Congress St., Ste. 42, Mail Drop 5521, Tucson, AZ 85701-1311		480-271-3302/ JIrons@azdes.gov	Wagner Peyser
Rebekah Kimmel	Canyon Vista Medical Center 5700 East Highway 90 Sierra Vista, AZ 85635		520-263-3875/ rebekah.kimmel@canyonvistamedicalcenter.com	Business
Elizabeth Kinder	Vocational Rehabilitation Services 2600 E. Willcox Drive Sierra Vista, AZ 85636		520-346-1687/ mkinder@azdes.gov	Rehabilitation Services
Samuel Kolapo	Director, Fred G. Acoosya Job Corps Center 901 S. Campbell Avenue Tucson, AZ 85719		520-879-9180/ Kolapo.Samuel.1@jobcorps.org	
Martha Lujan	Freeport-McMoran 4521 US-191 Morenci, AZ 85540		928-865-6669(work)/ mlujan@fmi.com	Business
Kevin Peck, of Business, Computers & ITE	Eastern Arizona College 615 North Stadium Avenue Thatcher, AZ 85552		928-428-8590/ kevin.peck@eac.edu	Education
Jacob Williams	DRG Technologies, Inc 300 East Fourth Street Safford, AZ 85546		928-348-2527/ jacob.williams@drgtech.com	Business
Arizona@Work Support Staff				
Vada Phelps - Executive Director	900 Carmelita Drive., Sierra Vista, AZ 85635		520-439-3542/ vphelps@cpic-cas.org	
Vickie Simmons - Deputy Director	900 Carmelita Dr., Sierra Vista, AZ 85635		520-439-3542/ vickie.simmons@cpic-cas.org	
Michelle Huff - Finance Director	900 Carmelita Dr., Sierra Vista, AZ 85635		520-439-3542/ mhuff@cpic-cas.org	
Lori Baron - Exec. Assistant /Board Clerk	900 Carmelita Drive, Sierra Vista, AZ 85635		520-439-3541/ lbaron@cpic-cas.org	
Jim Mize, One Stop Operator	10500 N.Camino DeOeste,Tucson, AZ 85742		520-440-5388/ jmize44066@aol.com	



Southeastern Arizona Workforce Development Board (LWDB)

2024 Meeting Schedule

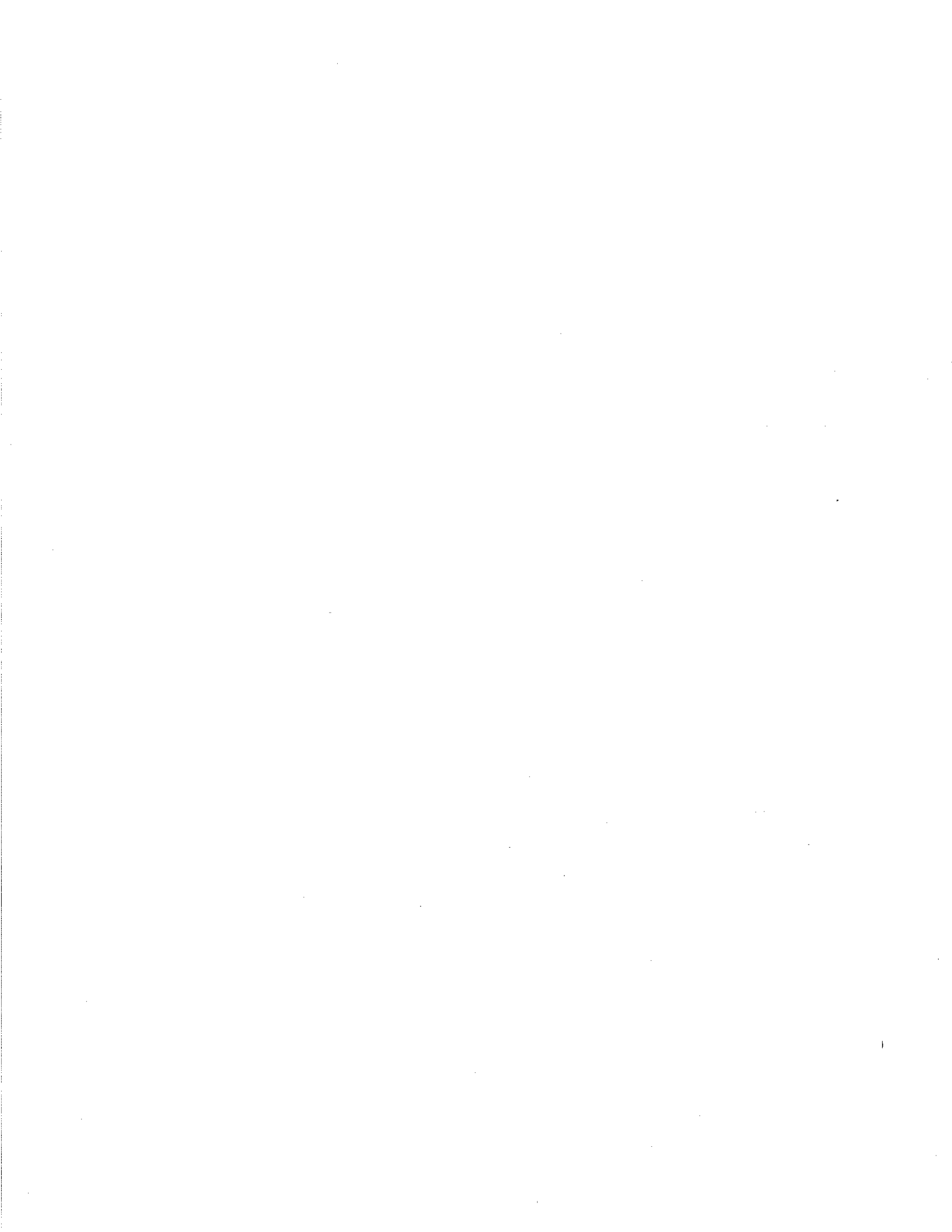
March 21, 2024 **10:00 a.m.**
Cochise College Benson Center
1025 State Route 90
Benson, AZ 85602*

June 19 – 21, 2024 Board Retreat
To Be Determined

September 19, 2024 **10:00 a.m.**
Eastern Arizona College
615 North Stadium Avenue
Thatcher, AZ 85552*

December 19, 2024 **10:00 a.m.**
Cochise College Downtown Center
2600 E. Wilcox Drive
Sierra Vista, AZ 85635*

*Locations are subject to change



**Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona**

**Basic Financial Statements
and Single Audit Reports**

Year ended June 30, 2022

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Independent Auditor's Report

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities and each major fund of Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona (hereinafter referred to as ARIZONA@WORK SEAZ) as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise ARIZONA@WORK SEAZ's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and each major fund of ARIZONA@WORK SEAZ as of June 30, 2022, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of ARIZONA@WORK SEAZ and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in Note 1 to the financial statements, for the year ended June 30, 2022, ARIZONA@WORK SEAZ adopted new accounting guidance, Governmental Accounting Standards Board Statement No.87, *Leases*. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ARIZONA@WORK SEAZ's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK SEAZ's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about ARIZONA@WORK SEAZ's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that management's discussion and analysis on pages 5–10 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted the budgetary comparison information that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise ARIZONA@WORK SEAZ'S basic financial statements. The schedule of expenditures of federal awards, as required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated January 31, 2023, on our consideration of ARIZONA@WORK SEAZ's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of ARIZONA@WORK SEAZ's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering ARIZONA@WORK SEAZ's internal control over financial reporting and compliance.

Walker & Armstrong, LLP

Tucson, Arizona
January 31, 2023

**ARIZONA@WORK Southeastern Arizona
Management's Discussion and Analysis
Year Ended June 30, 2022**

As management of ARIZONA@WORK Southeastern Arizona (ARIZONA@WORK SEAZ), a component unit of Cochise County, Arizona, we offer readers of ARIZONA@WORK SEAZ's financial statements this narrative overview and analysis of the financial activities for the year ended June 30, 2022. We encourage readers to consider the information presented here in conjunction with the following financial statements, which begin on page 11.

Financial Highlights

- The assets of ARIZONA@WORK SEAZ exceeded its liabilities and deferred inflows of resources at the close of the most recent fiscal year by \$128,422.
- ARIZONA@WORK SEAZ capital assets increased by \$460,842 from the prior year. This increase is due to the implementation of GASB Statement No. 87, *Leases*.
- ARIZONA@WORK SEAZ total liabilities increased by \$508,499 from the prior year. This increase is due to the implementation of GASB Statement No. 87, *Leases*.
- ARIZONA@WORK SEAZ's cash balance at June 30, 2022 was \$51,110, representing a decrease of \$97,575 from the prior year.
- ARIZONA@WORK SEAZ had intergovernmental program revenues of \$2,439,906, which is an increase of \$425,875 from the prior year. Program expenses totaled \$2,536,655, which is an increase of \$442,230 from the prior year.

Overview of the Financial Statements

The discussion and analysis is intended to serve as an introduction to ARIZONA@WORK SEAZ's basic financial statements. ARIZONA@WORK SEAZ's basic financial statements comprise three components: 1) government-wide financial statements, 2) fund financial statements and 3) notes to the financial statements. This report also contains the schedule of expenditures of federal awards as supplementary information in addition to the basic financial statements themselves.

Government-Wide Financial Statements

The government-wide financial statements are designed to provide readers with a broad overview of ARIZONA@WORK SEAZ's finances in a manner similar to a private sector business.

The *statement of net position – governmental activities* presents information on all of ARIZONA@WORK SEAZ's assets, liabilities and deferred inflows with the difference reported as net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position of ARIZONA@WORK SEAZ is improving or deteriorating.

Management's Discussion and Analysis – Continued

Overview of the Financial Statements – Continued

The *statement of activities – governmental activities* presents information showing how ARIZONA@WORK SEAZ's net position changed during the most recent fiscal year. All changes in net position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods (such as future payments for capital outlays and earned vacation leave).

The government-wide financial statements report ARIZONA@WORK SEAZ's activities that are principally supported by intergovernmental revenues and reported as governmental activities. ARIZONA@WORK SEAZ's function is to administer programs to prepare youth, unskilled adults and dislocated workers for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment. ARIZONA@WORK SEAZ's programs are funded primarily with grant revenue from the U.S. Department of Labor through the State of Arizona Department of Economic Security, and Cochise County, Arizona.

The statement of net position and the statement of activities are government-wide financial statements that provide both long-term and short-term information about ARIZONA@WORK SEAZ's overall financial status. The government-wide financial statements can be found on pages 11 and 12 of this report.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. ARIZONA@WORK SEAZ, like other state and local governments, uses fund accounting to ensure and demonstrate compliance with finance-related legal requirements. ARIZONA@WORK SEAZ has only one fund type consisting of governmental funds. The fund financial statements focus on individual parts of the government and reporting ARIZONA@WORK SEAZ's operation in more detail than the government-wide financial statements. The fund financial statements for the governmental fund are reported on pages 13 through 16 of this report.

Governmental funds – Most of ARIZONA@WORK SEAZ's basic services are included in the special revenue fund. As a governmental fund, the special revenue fund's focus is on how cash, and other financial assets that can readily be converted to cash, flow in and out and the balances remaining at year-end that are available for spending. Consequently, the governmental funds statements provide a detailed short-term view that helps readers determine whether there are more or fewer financial resources that can be spent in the near future to finance ARIZONA@WORK SEAZ's programs.

Management's Discussion and Analysis – Continued

Overview of the Financial Statements - Continued

Because this information does not encompass the additional long-term focus of the government-wide financial statements, we provide additional information on pages 14 and 16 that explains the relationship (or differences) between the governmental activities and balances reported in the statement of net position and the statement of activities and the governmental funds statements.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. The notes to the financial statements can be found on pages 17 through 24 of this report.

Supplementary Information

The schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the U.S. Office of Management and Budget and Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*. The schedule of expenditures of federal awards can be found on page 25 of this report with the related notes to the schedule on page 26.

Government-Wide Financial Analysis

	Condensed Statement of Net Position – Governmental Activities		
	2022	2021	Change
Assets:			
Current and other assets	\$ 346,345	\$ 293,852	\$ 52,493
Capital assets, net	475,478	14,636	460,842
Total assets	821,823	308,488	513,335
Liabilities:			
Current liabilities	139,983	113,420	26,563
Long-term liabilities	524,048	42,112	481,936
Total liabilities	664,031	155,532	508,499
Deferred inflows	29,370	-	29,370
Net position:			
Net investment in capital assets	-	14,636	(14,636)
Restricted for workforce development	137,762	80,379	57,383
Unrestricted	(9,340)	57,941	(67,281)
Total net position	\$ 128,422	\$ 152,956	\$(24,534)

Management's Discussion and Analysis – Continued

Government-Wide Financial Analysis - Continued

A significant portion of ARIZONA@WORK SEAZ's assets (32 and 42 percent at June 30, 2022 and 2021, respectively) reflect the amount due from ARIZONA@WORK SEAZ's funding sources. At the end of the fiscal year, ARIZONA@WORK SEAZ's assets exceeded its liabilities and deferred inflows of resources by \$128,422.

The following reports the key elements of the changes in net position for governmental activities:

	<u>Condensed Statement of Activities – Governmental Activities</u>		
	<u>2022</u>	<u>2021</u>	<u>Change</u>
Revenues:			
<i>Program revenues:</i>			
Operating grants	\$ 2,439,906	\$ 2,014,031	\$ 425,875
<i>General revenues:</i>			
Other	72,215	79,788	(7,573)
Total revenues	<u>2,512,121</u>	<u>2,093,819</u>	<u>418,302</u>
Expenses:			
Administration	299,878	254,660	45,218
Job training	2,236,777	1,839,765	397,012
Total expenses	<u>2,536,655</u>	<u>2,094,425</u>	<u>442,230</u>
Change in net position	(24,534)	(606)	<u>\$ (23,928)</u>
Net position, beginning	<u>152,956</u>	<u>153,562</u>	
Net position, ending	<u>\$ 128,422</u>	<u>\$ 152,956</u>	

As of the end of the current fiscal year, ARIZONA@WORK SEAZ's governmental activities' net position reported a decrease from the prior year. ARIZONA@WORK SEAZ's chief sources of revenues for these activities are cost reimbursement contracts with the State of Arizona Department of Economic Security and Cochise County using monies from the U.S. Department of Labor.

Financial Analysis of ARIZONA@WORK SEAZ's Governmental Funds

General Fund

ARIZONA@WORK SEAZ has a general fund used to account for unrestricted activity.

Management's Discussion and Analysis – Continued

Financial Analysis of ARIZONA@WORK SEAZ's Governmental Funds - Continued

Special Revenue Fund

ARIZONA@WORK SEAZ has a special revenue fund which is reported in the governmental activities of the government-wide financial statements. As previously discussed, this fund reports “cost-reimbursement” grants, which means that ARIZONA@WORK SEAZ is reimbursed by its funding agency based on the expenditures incurred. Accordingly, revenues are recognized to the extent that expenditures are incurred. Revenues increased in the special revenue fund by \$425,875 primarily due to increased grant funding received for activities under the Workforce Innovation and Opportunity Act.

Capital Assets and Debt Administration

Capital Assets

As of June 30, 2022, ARIZONA@WORK SEAZ's investment in capital assets for its government-type activities was \$475,478 (net of accumulated depreciation). This investment in capital assets includes intangible right-to-use lease assets, leasehold improvements, furniture and equipment.

Additional information on ARIZONA@WORK SEAZ's capital assets can be found in Note 4 on page 22 of this report.

Long-Term Liabilities

As of June 30, 2022, ARIZONA@WORK SEAZ's long-term liability consists of \$524,048, which consists of \$46,480 in accrued compensated absences that have been earned by employees to be paid when used or upon termination of each employee and \$477,568 in lease liabilities.

Economic Factors and Next Year's Budgets

The following factors were considered in preparing ARIZONA@WORK SEAZ's budget for the 2023 fiscal year:

- Formal budgeting has been implemented in accordance with new funding requirements for the special revenue fund. Budgeting is based on contract funds although ARIZONA@WORK SEAZ's expenditures and revenue under the cost reimbursement grants are dependent on the demand for its services.
- ARIZONA@WORK SEAZ does not budget for its general fund.

Management's Discussion and Analysis – Continued

Contacting ARIZONA@WORK SEAZ's Financial Management

The financial report is designed to provide a general overview of ARIZONA@WORK SEAZ's finances for all those with an interest. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the Finance Director, ARIZONA@WORK Southeastern Arizona, 900 Carmelita Drive, Sierra Vista, Arizona, 85635 or by calling (520) 458-4200.

Basic Financial Statements

ARIZONA@WORK Southeastern Arizona
Statement of Net Position - Governmental Activities
June 30, 2022

Assets	
Cash	\$ 51,110
Receivables:	
Intergovernmental	263,780
Lease	30,103
Other assets	1,352
Capital assets being depreciated/amortized, net	475,478
Total assets	821,823
 Liabilities	
Accounts payable and accrued expenses	105,048
Due to related party	34,935
Noncurrent liabilities:	
Due within one year	106,950
Due in more than one year	417,098
Total liabilities	664,031
 Deferred Inflows of Resources	
Deferred inflows related to leases	29,370
Total deferred inflows of resources	29,370
 Net Position	
Restricted for workforce development	69,471
Unrestricted	58,951
Total net position	\$ 128,422

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Statement of Activities - Governmental Activities
Year Ended June 30, 2022

<u>Functions/Programs</u>	<u>Expenses</u>	<u>Program Revenues Operating Grants and Contributions</u>	<u>Net (Expense) Revenue and Change in Net Position</u>
Administration	\$ 299,878	\$ 299,878	\$ -
Job training	<u>2,236,777</u>	<u>2,140,028</u>	<u>(96,749)</u>
	<u>\$ 2,536,655</u>	<u>\$ 2,439,906</u>	<u>(96,749)</u>
General revenues:			
			<u>72,215</u>
			<u>(24,534)</u>
			<u>152,956</u>
			<u>\$ 128,422</u>

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Balance Sheet - Governmental Funds
June 30, 2022

	General Fund	Special Revenue Fund	Total
Assets			
Cash	\$ 14,691	\$ 36,419	\$ 51,110
Grants receivable	-	263,780	263,780
Interfund receivable	44,260	-	44,260
Other assets	-	1,352	1,352
Total assets	<u>\$ 58,951</u>	<u>\$ 301,551</u>	<u>\$ 360,502</u>
Liabilities and Fund Balances			
Liabilities			
Accounts payable and accrued expenses	\$ -	\$ 105,048	\$ 105,048
Interfund payable	-	44,260	44,260
Due to related party	-	34,935	34,935
Total liabilities	-	184,243	184,243
Fund Balances			
Nonspendable	-	1,352	1,352
Restricted for workforce development	-	115,956	115,956
Unassigned	58,951	-	58,951
Total fund balances	<u>58,951</u>	<u>117,308</u>	<u>176,259</u>
Total liabilities and fund balances	<u>\$ 58,951</u>	<u>\$ 301,551</u>	<u>\$ 360,502</u>

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Reconciliation of the Governmental Funds Balance Sheet
to the Government-Wide Statement of Net Position
June 30, 2022

Total fund balances	\$	176,259
Amounts reported for governmental activities in the statement of net position are different because:		
Receivables related to leases are applicable to future reporting periods and, therefore, are not reported in the fund financial statements.		30,103
Capital assets used in governmental activities are not financial resources and therefore are not reported in the fund financial statements.		475,478
Long-term liabilities, including compensated absences and lease liabilities not due and payable in the current period and therefore are not reported in the fund financial statements.		(524,048)
Deferred inflows of resources related to leases are applicable to future reporting periods and, therefore, are not reported in the fund financial statements.		<u>(29,370)</u>
Net position of governmental activities (page 11)	\$	<u>128,422</u>

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Statement of Revenues, Expenditures and
Changes in Fund Balances - Governmental Funds
Year Ended June 30, 2022

	General Fund	Special Revenue Fund	Total
Revenues			
Intergovernmental	\$ -	\$ 2,439,906	\$ 2,439,906
Other revenues	71,483	-	71,483
Total revenues	71,483	2,439,906	2,511,389
Expenditures			
Administration	8,133	273,661	281,794
Training:			
Salaries and fringe benefits	-	780,915	780,915
Small capital purchases	-	5,416	5,416
Other direct training	25,608	925,399	951,007
Paid to subrecipient	-	391,407	391,407
Debt service:			
Principal	30,407	56,532	86,939
Interest and other charges	6,325	11,759	18,084
Capital outlay	197,437	367,070	564,507
Total expenditures	267,910	2,812,159	3,080,069
Deficiency of revenues over expenditures	(196,427)	(372,253)	(568,680)
Other financing sources			
Lease agreements	197,437	367,070	564,507
Total other financing sources	197,437	367,070	564,507
Net change in fund balances	1,010	(5,183)	(4,173)
Fund balances, July 1, 2021	57,941	122,491	180,432
Fund balances, June 30, 2022	\$ 58,951	\$ 117,308	\$ 176,259

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Reconciliation of the Governmental Funds Statement of Revenues, Expenditures,
and Changes in Fund Balances to the Government-Wide Statement of Activities
Year Ended June 30, 2022

Net change in fund balances - total governmental funds	\$ (4,173)
Amounts reported for governmental activities in the statement of activities are different because:	
Capital outlays are reported in governmental funds as expenditures. However, in the statement of activities, the cost of those assets are allocated over their estimated useful lives and reported as depreciation/amortization expense.	
Capital outlay	564,507
Depreciation/amortization expense	(103,665)
Collections of revenues in the statement of activities exceeded revenues reported in the governmental funds.	734
Compensated absences reported in the statement of activities do not require the use of current financial resources and therefore, are not reported as expenditures in governmental funds.	
Increase in compensated absences	(4,369)
Debt proceeds provide current financial resources to governmental funds, but issuing debt increases long-term liabilities in the statement of net position. Repayment of debt principal is an expenditure in the governmental funds, but the repayment reduces long-term liabilities in the statement of net position.	
Debt issued or incurred - lease liabilities	(564,507)
Principal repaid on leases	86,939
Change in net position (page 12)	<u>\$ (24,534)</u>

The accompanying notes are an integral part of these basic financial statements.

ARIZONA@WORK Southeastern Arizona
Notes to Financial Statements
Year ended June 30, 2022

Note 1 – Organization and Summary of Significant Accounting Policies

Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona (ARIZONA@WORK SEAZ) is an Arizona nonprofit corporation which is considered a component unit of Cochise County, Arizona. ARIZONA@WORK SEAZ is organized to administer programs to prepare youth, adults, and dislocated workers for entry into the labor force and to afford job training to those economically disadvantaged individuals and other individuals facing serious barriers to employment, who are in specific need of such training to obtain productive employment.

ARIZONA@WORK SEAZ contracts with the Cochise County Board of Supervisors, whereby ARIZONA@WORK SEAZ is appointed as the administrative entity for the Workforce Innovation and Opportunity Act (WIOA) programs operated within Cochise, Graham and Greenlee counties in Arizona.

Reporting Entity - The financial statements are intended to present the financial position and results of operations of only the funds administered by ARIZONA@WORK SEAZ. These financial statements are not intended to present the financial position or the results of operations of Cochise County, Arizona.

Implementation of New Accounting Guidance - For the year ended June 30, 2022, ARIZONA@WORK SEAZ implemented the provisions of GASB Statement No. 87, *Leases*, as amended, which establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. As a result, ARIZONA@WORK SEAZ's financial statements have been modified to reflect the recognition of certain lease assets and liabilities for leases that were previously classified as operating leases and recognized as inflows or outflows of resources based on the contract payment provisions.

Government-Wide and Fund Financial Statements - The basic financial statements of ARIZONA@WORK SEAZ include the government-wide and the fund financial statements. The government-wide statement of net position and statement of activities report information on all financial activities of ARIZONA@WORK SEAZ.

Governmental activities are financed primarily through intergovernmental revenues. ARIZONA@WORK SEAZ has no business-type activities.

The government-wide statement of activities reflects the cost of the programs of ARIZONA@WORK SEAZ reduced by directly associated revenues (operating grants and contributions) to arrive at the net revenue or expense for the programs. Net program revenue or expense for governmental activities is then adjusted for general revenues to determine the change in net position for the year. Indirect expenses, such as depreciation, are not allocated to the program/function that they may benefit.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

When both restricted and unrestricted resources are available for use, it is ARIZONA@WORK SEAZ's policy to use restricted resources first and unrestricted resources as they are needed.

The fund financial statements provide information about ARIZONA@WORK SEAZ's funds. Separate statements for the governmental funds are presented. The emphasis on fund financial statements is on major governmental funds displayed in a separate column. ARIZONA@WORK SEAZ has no proprietary funds.

Measurement Focus, Basis of Accounting, and Financial Statement Presentation - The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Under this method, revenues are recorded when earned and expenses are recorded when liabilities are incurred, regardless of when the related cash flow takes place. Other receipts become measurable and available when cash is received by ARIZONA@WORK SEAZ and are recognized as revenue at that time.

Governmental funds are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Under this method, revenues are recognized when measurable and available. ARIZONA@WORK SEAZ considers all revenues reported in the governmental funds to be available if the revenues are collected within sixty days after year-end. Expenditures are recorded when the related fund liability is incurred, except for principal and interest on general long-term debt and compensated absences which are recognized as expenditures to the extent they are due and payable. General capital asset acquisitions are reported as expenditures in governmental funds. Acquisitions under lease contracts are reported as other financing sources.

ARIZONA@WORK SEAZ reports the following major governmental funds:

General Fund - The general fund is ARIZONA@WORK SEAZ's fund used for unrestricted activities. The fund accounts for all unrestricted financial resources of ARIZONA@WORK SEAZ.

Special Revenue Fund - The special revenue fund accounts for specific revenue sources that are legally restricted to expenditures for specified purposes.

Budgetary Accounting - Formal budgetary integration is not employed by ARIZONA@WORK SEAZ in the special revenue fund for its individual federal and state governmental grants because effective budgetary control is alternatively achieved through the terms of the funding contracts.

ARIZONA@WORK SEAZ does not budget for its general fund.

Prepaid Items - Certain payments to vendors reflect costs applicable to future accounting periods and are reported as other assets in both the government-wide and fund financial statements.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Capital Assets - Capital assets, which include intangible right-to-use lease assets, leasehold improvements, furniture and equipment, are reported in the government-wide financial statements. Capital assets are defined by ARIZONA@WORK SEAZ as assets with an initial individual cost of more than \$1,000 and an estimated useful life in excess of one year. Such assets are recorded at historical cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at estimated fair market value at the date of donation. ARIZONA@WORK SEAZ has no public domain (infrastructure) assets. The cost of normal maintenance and repairs that do not add value to the asset or materially extend an asset's life are expensed as incurred.

Depreciation is calculated using the straight-line method over useful lives ranging from five to fifteen years as determined by management based on experience for each class of asset. Intangible right-to-use lease assets are amortized over the shorter of the lease term or the useful life of the underlying asset.

Compensated Absences - Compensated absences consist of earned but unused vacation leave. Employees earn vacation hours based on their years of service with ARIZONA@WORK SEAZ. Generally, sick leave benefits provide for ordinary sick pay and are cumulative but do not vest with employees and therefore, are not accrued.

The liability for vested compensated absences of the governmental funds is recorded in the government-wide statements as a non-current liability, since the amount expected to be paid from current financial resources is not significant. All compensated absences are paid for out of the special revenue fund.

Leases - As lessee, ARIZONA@WORK SEAZ recognizes lease liabilities with an initial, individual value of \$1,000 or more. ARIZONA@WORK SEAZ uses its estimated incremental borrowing rate to measure lease liabilities unless it can readily determine the interest rate implicit in the lease. ARIZONA@WORK SEAZ's estimated incremental borrowing rate is based on a related party's current borrowing rate.

As lessor, ARIZONA@WORK SEAZ recognizes lease receivables with an initial, individual value of \$1,000 or more. If there is no stated rate in the lease contract (or if the stated rate is not the rate it charges the lessee) and the implicit rate cannot be determined, ARIZONA@WORK SEAZ uses its own estimated incremental borrowing rate as the discount rate to measure lease receivables. ARIZONA@WORK SEAZ's estimated incremental borrowing rate is calculated as described above. Deferred inflows related to leases is recognized as revenue ratably over the term of the lease.

Fund Balance Classification - Fund balances of the governmental funds are reported separately within classifications based on a hierarchy of the constraints placed on those resources. The classifications are based on the relative strength of the constraints that control how the specific amounts can be spent. The classifications are nonspendable, restricted, and unrestricted, which includes committed, assigned and unassigned fund balance classifications.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

The nonspendable fund balance classification includes amounts that cannot be spent because they are either not in spendable form, such as prepaid expenses and notes receivable, or are legally or contractually required to be maintained intact.

Restricted fund balances are those that have externally imposed restrictions on their usage by creditors, such as through debt covenants, grantors, contributors, or laws and regulations.

The unrestricted fund balance category is comprised of committed, assigned, and unassigned resources. Committed fund balances are self-imposed limitations approved by ARIZONA@WORK SEAZ's Board of Directors, which is the highest level of decision-making authority within ARIZONA@WORK SEAZ. The constraints placed on committed fund balances can only be removed or changed by the Board. Assigned fund balances are resources constrained by ARIZONA@WORK SEAZ's intent to be used for specific purposes, but are neither restricted nor committed. When an expenditure is incurred that can be paid from either restricted or unrestricted fund balances, it's ARIZONA@WORK SEAZ's policy to use restricted fund balance first.

Program Revenues - Grants and assistance awards made on the basis of entitlement periods are recorded as intergovernmental receivables and revenues when entitlement occurs. All other reimbursement grants are recorded as intergovernmental receivables and revenues when the related expenditures are incurred. Revenue is recognized in the governmental funds when it is both measurable and available. ARIZONA@WORK SEAZ considers revenue to be measurable when it is collected within 60 days.

Interfund Transactions and Balances - Transactions that constitute reimbursements to a fund for expenditures initially made from it that are properly applicable to another fund are recorded as expenditures in the reimbursing fund and as a reduction of expenditures in the fund that is reimbursed.

All other interfund transactions, except quasi-external transactions and reimbursements, are reported as transfers. Non-recurring or non-routine permanent transfers of equity are reported as residual equity transfers. All other interfund transfers are reported as operating transfers.

Income Taxes - ARIZONA@WORK SEAZ is a nonprofit corporation organized under the laws of the State of Arizona and is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. Income determined to be unrelated to ARIZONA@WORK SEAZ's exempt purpose is taxable.

Notes to Financial Statements - Continued

Note 1 – Organization and Summary of Significant Accounting Policies - Continued

Use of Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

Note 2 – Cash

At June 30, 2022, cash on hand was \$350, the carrying amount of cash in the bank was \$50,760 and the bank balance was \$72,273. Bank deposits are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000.

ARIZONA@WORK SEAZ does not have any formal policies as it relates to custodial credit risks applicable to its deposits.

Note 3 – Receivables

Intergovernmental

Intergovernmental receivables include the following at June 30, 2022:

<u>Program</u>	<u>Amount</u>
Passed through Cochise County, Arizona:	
Workforce Innovation and Opportunity Act – Adult Program	\$ 99,081
Workforce Innovation and Opportunity Act – Dislocated Workers Program	78,212
Workforce Innovation and Opportunity Act – Youth Program	62,503
	<u>239,796</u>
Other non-federal grants	23,984
	<u>23,984</u>
Total intergovernmental receivables	<u>\$ 263,780</u>

Lease

ARIZONA@WORK SEAZ leases building space to a third party under the provisions of a lease agreement. The agreement provides for monthly payments of \$2,577 through June 2023. During the fiscal year ended June 30, 2022, ARIZONA@WORK SEAZ recognized total lease-related revenues of \$31,657.

ARIZONA@WORK SEAZ's lease contract includes other payments for operating expenses, that are not included in the lease receivable. During the fiscal year ended June 30, 2022, ARIZONA@WORK SEAZ recognized revenues of \$31,407 for other payments not included in the measurement of the lease receivables.

Notes to Financial Statements - Continued

Note 4 – Capital Assets

Capital asset activity for the year ended June 30, 2022, was as follows:

	<u>Balance at July 1, 2021</u>	<u>Increases</u>	<u>Decreases</u>	<u>Balance at June 30, 2022</u>
Capital assets being depreciated/ amortized:				
Furniture and equipment	\$ 123,379	\$ -	\$ (15,864)	\$ 107,515
Leasehold improvements	13,354	-	-	13,354
Intangibles:				
Right-to-use lease assets:				
Buildings	-	564,507	-	564,507
Total capital assets being depreciated/amortized	136,733	564,507	(15,864)	685,376
Less accumulated depreciation/ amortization	(122,097)	(103,665)	15,864	(209,898)
Total capital assets being depreciated/amortized, net	<u>\$ 14,636</u>	<u>\$ 460,842</u>	<u>\$ -</u>	<u>\$ 475,478</u>

Depreciation/amortization expense of \$103,665 was charged to the job training program for the year ended June 30, 2022.

Note 5 – Long-Term Liabilities

The following schedule details ARIZONA@WORK SEAZ's long-term liabilities and obligation activity for the year ended June 30, 2022:

	<u>Balance July 1, 2021</u>	<u>Additions</u>	<u>Reductions</u>	<u>Balance June 30, 2022</u>	<u>Due Within 1 Year</u>
Governmental activities:					
Leases payable	\$ -	\$ 564,507	\$ 86,939	\$ 477,568	\$ 106,950
Compensated absences	42,112	46,480	42,112	46,480	-
Total governmental activities long-term liabilities	<u>\$ 42,112</u>	<u>\$ 610,987</u>	<u>\$ 129,051</u>	<u>\$ 524,048</u>	<u>\$ 106,950</u>

Leases - ARIZONA@WORK SEAZ has acquired the right to use buildings under the provisions of various lease agreements. The total amount of lease assets and the related accumulated amortization is as follows:

Total intangible right-to-use lease assets	\$ 564,507
Less: accumulated amortization	<u>(98,980)</u>
Carrying value	<u>\$ 465,527</u>

Notes to Financial Statements - Continued

Note 5 – Long-Term Liabilities - Continued

The following schedule details minimum lease payments to maturity for ARIZONA@WORK SEAZ's leases payable at June 30, 2022:

Year ending June 30,	Governmental activities		
	Principal	Interest	Total
2023	\$ 106,950	\$ 21,450	\$ 128,400
2024	112,423	15,977	128,400
2025	118,174	10,226	128,400
2026	124,220	4,180	128,400
2027	15,801	199	16,000
Total	<u>\$ 477,568</u>	<u>\$ 52,032</u>	<u>\$ 529,600</u>

Compensated absences - ARIZONA@WORK SEAZ's compensated absences are paid from its special revenue fund consistent with its payroll-related expenditures.

Note 6 – Interfund Balances and Activity

The special revenue fund has a payable due to the general fund of \$44,260 at June 30, 2022. This balance resulted primarily from cash earned by the general fund that was deposited into a special revenue fund bank account.

Note 7 – Pension Plans

Eligible ARIZONA@WORK SEAZ employees can participate in a 403(b) defined contribution plan and a simplified employee pension plan. These plans were established pursuant to authorization by the board of directors and can be amended upon the board's approval. In a defined contribution plan, benefits depend solely on amounts contributed to the plan plus investment earnings. To be eligible, employees must be 21 years of age or older and earn the minimum required by the Internal Revenue Service. All participants are fully vested upon entering the plan. ARIZONA@WORK SEAZ contributes five percent of employee salaries for participants regardless of employee contributions to the plan. ARIZONA@WORK SEAZ's contributions to the plans for fiscal year 2022 were \$37,234.

Note 8 – Contingencies

Amounts received or receivable from grantor agencies are subject to audit and adjustment by grantor agencies. Any disallowed claims, including amounts already collected, may constitute a liability of the applicable program. The amounts, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time; although ARIZONA@WORK SEAZ expects such amounts, if any, to be immaterial.

Notes to Financial Statements - Continued

Note 8 – Contingencies - Continued

ARIZONA@WORK SEAZ's subrecipients are subject to fiscal and programmatic monitoring by ARIZONA@WORK SEAZ. If such monitoring or audits by grantor agencies disclose expenditures not in accordance with terms of the grants, such expenditures may be disallowed and reimbursement of the disallowed costs may be required. ARIZONA@WORK SEAZ generally has the right of recovery from subrecipients.

Note 9 – Economic Dependency

For the year ended June 30, 2022, ARIZONA@WORK SEAZ's revenues were primarily received from federal and state financial assistance which is subject to availability of funds and ARIZONA@WORK SEAZ's compliance with federal and state rules and regulations.

Note 10 – Related Party Transactions

Center for Academic Success, Inc. (CAS) is considered to be a related party of ARIZONA@WORK SEAZ due to common management as well as shared facilities and financial management systems.

During 2022, ARIZONA@WORK SEAZ had \$390,451 in reimbursements of expenses for CAS to administer the Professional Youth Quest program funded by the Workforce Innovation and Opportunity Act - Youth Activities grant. The amount due to CAS related to these programs was \$34,935 as of June 30, 2022.

Note 11 – Risk Management

ARIZONA@WORK SEAZ is exposed to various risks of loss related to torts; thefts of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. ARIZONA@WORK SEAZ carries commercial insurance for all such risks of loss, including workers' compensation and employees' health and accident insurance. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

Supplemental Information

ARIZONA@WORK Southeastern Arizona
Schedule of Expenditures of Federal Awards
Year Ended June 30, 2022

<u>Federal Grantor/Pass-Through Grantor/ Program Title</u>	<u>Federal Assistance Listings Number</u>	<u>Pass- Through Grantor Number</u>	<u>Expenditures</u>	<u>Amount Provided to Subrecipients</u>
<u>U.S. Department of Labor</u>				
<i>Passed through the Arizona Department of Economic Security and Cochise County, Arizona:</i>				
<i>WIOA Cluster:</i>				
WIOA Adult Program	17.258	DI21-002289	\$ 936,301	\$ -
WIOA Youth Activities	17.259	DI21-002289	648,039	390,451
WIOA Dislocated Worker Formula Grants	17.278	DI21-002289	<u>706,702</u>	<u>-</u>
Total WIOA Cluster			2,291,042	390,451
<i>Passed through Pima County, Arizona:</i>				
H-IB Job Training Grants	17.268	CT-CR-21-356	<u>148,864</u>	<u>-</u>
Total expenditures of federal awards			<u>\$ 2,439,906</u>	<u>\$ 390,451</u>

See accompanying notes to this schedule.

ARIZONA@WORK Southeastern Arizona
Notes to Schedule of Expenditures of Federal Awards
Year Ended June 30, 2022

Note 1 – Basis of Accounting

The accompanying schedule of expenditures of federal awards (schedule) includes Cochise Private Industry Council, Inc. dba ARIZONA@WORK Southeastern Arizona's (ARIZONA@WORK SEAZ) federal grant activity for the year ended June 30, 2022. The information in this schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, (Uniform Guidance) and *Audits of States, Local Governments, and Non-Profit Organizations*. Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of, the financial statements.

Note 2 – Indirect Cost Rate

ARIZONA@WORK SEAZ is reimbursed based on actual administrative costs incurred pursuant to the grant agreement. Accordingly, ARIZONA@WORK SEAZ did not elect to use the 10 percent de minimis indirect cost rate as allowed for in 2 CFR §200.414.

Note 3 – Summary of Significant Accounting Policies

Expenditures reported on the schedule are reported on the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

Note 4 – Federal Assistance Listings (FAL) Number

The program titles and FAL numbers were obtained from the federal or pass-through grantor or the 2022 *Federal Assistance Listings*.

Note 5 – Subrecipients

ARIZONA@WORK SEAZ passed \$390,451 of federal U.S. Department of Labor, WIOA Youth Activities, monies to Center of Academic Success, Inc. (CAS), a related party, for services rendered in administering WIOA Youth Activities during the year ended June 30, 2022.

Single Audit Reports



CERTIFIED PUBLIC ACCOUNTANTS AND ADVISORS

Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of ARIZONA@WORK Southeastern Arizona, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise ARIZONA@WORK Southeastern Arizona's basic financial statements, and have issued our report thereon dated January 31, 2023.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered ARIZONA@WORK Southeastern Arizona's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona's internal control. Accordingly, we do not express an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether ARIZONA@WORK Southeastern Arizona's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Walker & Armstrong, LLP

Tucson, Arizona
January 31, 2023

Independent Auditor's Report on Compliance for Each Major Program and on Internal Control over Compliance Required by the Uniform Guidance

Board of Directors and Management
Cochise Private Industry Council, Inc. dba
ARIZONA@WORK Southeastern Arizona
Sierra Vista, Arizona

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited ARIZONA@WORK Southeastern Arizona's compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of ARIZONA@WORK Southeastern Arizona's major federal programs for the year ended June 30, 2022. ARIZONA@WORK Southeastern Arizona's major federal programs are identified in the summary of audit results section of the accompanying schedule of findings and questioned costs.

In our opinion, ARIZONA@WORK Southeastern Arizona complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2022.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of ARIZONA@WORK Southeastern Arizona and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of ARIZONA@WORK Southeastern Arizona's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to ARIZONA@WORK Southeastern Arizona's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on ARIZONA@WORK Southeastern Arizona's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about ARIZONA@WORK Southeastern Arizona's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding ARIZONA@WORK Southeastern Arizona's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of ARIZONA@WORK Southeastern Arizona's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of ARIZONA@WORK Southeastern Arizona's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Walker & Armstrong, LLP

Tucson, Arizona
January 31, 2023

**ARIZONA@WORK Southeastern Arizona
Schedule of Findings and Questioned Costs
Year ended June 30, 2022**

A. Summary of Audit Results

Type of auditor's report issued:

Unmodified

Financial Statements

Internal Control over Financial Reporting:

Yes

No

Material weakness(es) identified?

X

Significant deficiencies identified?

None Reported

Noncompliance material to the financial statements noted?

X

Federal Awards

Internal Control over Major Programs:

Yes

No

Material weakness(es) identified?

X

Significant deficiencies identified?

None Reported

Type of auditor's report issued:

Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a)?

X

Identification of major programs:

<u>FAL No.</u>	<u>Name of Federal Program</u>
	<i>WIOA Cluster:</i>
17.258	WIOA Adult Program
17.259	WIOA Youth Activities
17.278	WIOA Dislocated Worker Formula Grants

Dollar threshold used to distinguish between Type A and B programs:

\$ 750,000

Auditee qualified as a low risk auditee?

X

Other Matters

Auditee's Summary Schedule of Prior Audit Findings required to be reported in accordance with 2 CFR 200.511(b)?

X

B. Financial Statement Findings: None

C. Federal Award Findings: None



SOUTHEASTERN ARIZONA

Innovative Workforce Solutions

Summary Schedule of Prior Audit Findings

We have prepared the accompanying summary schedule of prior audit findings as required by the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*. Specifically, we are reporting the status of audit findings included in the prior audit's schedule of findings and questioned costs. This schedule also includes the status of audit findings reported in the prior audit's summary schedule of prior audit findings that were not corrected.

Status of Federal Award Findings:

Finding 2021-101 – Work Experience (WEX) Expenditures (Repeat Finding)

FAL Number: 17.259
Program Title: WIOA Youth Activities
Federal Agency: U.S. Department of Labor
Award Year: 2019; 2020
Award Number: DI19-002208; DI21-002289
Compliance Requirement: Subrecipient Monitoring
Questioned Costs: None

Condition and Context: ARIZONA@WORK SEAZ must track program funds spent on paid and unpaid work experiences and report such expenditures as part of the WIOA Youth financial reporting, as described in 20 CFR 681.590.

Recommendation: The auditor recommends that ARIZONA@WORK SEAZ enhance protocols to track and identify all allowable expenditures under the youth program to demonstrate that the mandated 20 percent threshold is met.

Status: Fully corrected.