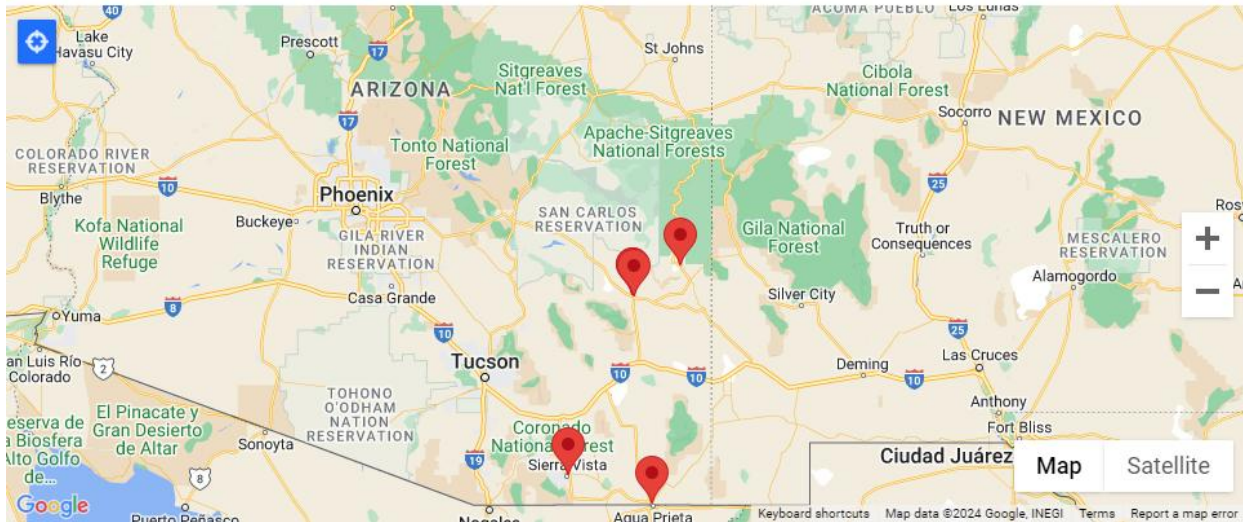




ANNUAL REPORT

JULY 2023 TO JUNE 2024



VADA J. PHELPS, EXECUTIVE DIRECTOR

Equal Opportunity Employer/Program.

Auxiliary Aids and Services are Available upon Request to Individuals with Disabilities.
Funded by WIOA Federal dollars serving Adults, Youth and Dislocated Workers.
ARIZONA@WORK-Southeastern Arizona's WIOA program is 100% funded by the U.S.
Department of Labor through awards totaling \$2,988,632.



Annual Report – July 2023-June 2024

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ARIZONA@WORK - Southeastern Arizona

Annual Report – July 2023–June 2024

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 2023 to June 2024. 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 locations 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 as is 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 not 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 TEGL's (Training and Employment Guidance) and the state is putting out Guidance Letters. These are also posted on the website www.azdes.gov.

Now more than ever, effective education and workforce development opportunities 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 on in the City of Washington 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 (Attachment A)
8. Also attached is the calendar of meetings for next year. (Attachment B)

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 are subsidized by us.

Job Training is also provided to eligible youth and they are assisted with job-search assistance and employment placement following training.

BUSINESS SERVICES:

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

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

When 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 business.

Finding and hiring good employees with the right skill set can be challenging. In many cases, candidates may have the right combination of enthusiasm and ability but lack specific skills required and needed by the employers. Therefore we can provide an On-the-Job-Training

experience which is an intern position. We can then pay up to 50% of the salary of this position for a period of time. This allows the job seeker to learn specialized and complicated work on the job specific to that employer’s needs. After which the employer has had the opportunity see that potential employee’s abilities and be ready to offer the intern a full-time position.

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 2023-2024 program/fiscal year compared to the 2022-2023 program/fiscal year. Overall, we actually have a decrease of \$235,234 for the fiscal year 2023-2024. None of the Local Areas received a Rapid Response allocation for the 2023-2024 program/fiscal year as the Governor’s office decided to retain the allocation at the State level.

	2022-2023		2023-2024	Increase
	Allocation		Allocation	(Decrease)
Adult	\$523,519		\$451,257	\$(72,262)
Youth	\$513,098		\$462,960	\$(50,138)
D/W	\$867,447		\$754,613	\$(112,834)
Total	\$1,904,064		\$1,668,830	\$(235,234)

BUDGET TO ACTUAL REPORT

Included in this annual report is the 2023-2024 budget to actual report. (See Attachment C) The independent audit report and the single audit for the year 2022-2023 were completed with no findings. The independent audit for the 2023-2024 should be complete soon. If you would like a copy of the independent audit report (when completed) please let me know. Audit for program year 2022. (Attachment D is the 2022 Audit)

PERFORMANCE MEASURES:

Below is Southeastern Arizona's PY2022 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 PY2023 performance indicators as of the printing of this report. The PY2023 performance indicators will be included in the next year's annual report.

ARIZONA@WORK - Southeastern Arizona

Indicator	PY2022 Negotiated Level	Adjustment Factor (Predicted Model)	PY2022 Adjusted Level	PY2022 Actual Performance	PY2022 % Goal Achieved (Actual Performance/ Adjusted Level)
Adult					
Employment 2nd Quarter after exit	70.0%	1.4%	71.4%	88.4%	123.8%
Employment 4th Quarter after exit	68.0%	6.2%	74.2%	83.7%	112.8%
Median earnings (2nd quarter after exit)	\$7,000.00	\$1,779.61	\$8,779.61	\$14,269.00	162.5%
Credential attainment rate	77.0%	12.3%	89.3%	89.5%	100.2%
Measurable Skills Gain	63.0%		63.0%	81.2%	128.9%
Overall Program Performance Score					125.6%
Dislocated Worker					
Employment 2nd Quarter after exit	78.0%	6.9%	84.9%	80.0%	94.2%
Employment 4th Quarter after exit	75.0%	-4.6%	70.4%	66.7%	94.7%
Median earnings (2nd quarter after exit)	\$9,000.00	\$1,678.10	\$10,678.10	\$13,702.00	128.3%
Credential attainment rate	75.0%	42.7%	117.7%	100.0%	85.0%
Measurable Skills Gain	69.0%		63.0%	85.7%	136.0%
Overall Program Performance Score					107.7%
Youth					
Employment 2nd Quarter after exit	74.0%	-1.4%	72.6%	80.0%	110.2%
Employment 4th Quarter after exit	70.0%	4.3%	74.3%	92.9%	125.0%
Median earnings (2nd quarter after exit)	\$5,044.00		\$5,044.00	\$8,292.00	164.4%
Credential attainment rate	61.0%	6.7%	67.7%	72.0%	106.4%
Measurable Skills Gain	62.0%		62.0%	61.8%	99.7%
Overall Program Performance Score					121.1%

Overall Title I-B Indicator Score					
Employment 2nd Quarter after exit					109.4%
Employment 4th Quarter after exit					110.9%
Median earnings in the 2nd qtr. after exit Earnings					151.7%
Credential attainment rate					97.2%
Measurable Skills Gain					121.5%

CLIENTS IN TRAINING-EXITED OUT OF TRAINING

For the period July 1, 2023 to June 30, 2024, 284 participants were enrolled in our adult, dislocated worker, and youth training programs. During the same period, we exited 175 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:

Sierra Vista Cycles	Santa Rosa Care Center	Northwest Hospital
Canyon Vista Medical Ctr	Life Care	May Trucking
Direct Viz	Atlantic Pacific Standard	Berg Enterprises
Chiricahua Clinic	City of Tombstone	Swift Transportation
City of Bisbee	Copper Queen Community Hospital	Haven Health
Maxim	Tucson Medical Center	Banner Hospital
Integrity Fabrication	New Haven of Douglas	City of Douglas
Fashions Are Us	Bisbee Community Y	Bisbee Insurance
Project PPEP	Boys & Girls Club, Bisbee	Willcox School District
DUSD #27, Douglas	Morenci Mine (FMI)	Medicine Shoppe, Willcox
City of Safford	Southern AZ Distributing	Department Correction
B & L White Enterprises	Town of Pima	Spencer Construction
Ames Construction	Graham County Rehabilitation	Naph Care AZ
Cochise County AZ	Intermountain Staffing	Douglas Fire Department
AAA Full Transportation	Santa Cruz County	Sant Cruz Board of Supervisors
Northwest Fire District	San Carlos Police Dept.	Cochise County Sheriff Dept.
Sierra Vista Police Dept.	Elfrida Fire Dept.	Ak-Chin Tribal (Maricopa)
Wild West Express	Greenlee County Sheriff Dept.	Bisbee Police Dept.

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

- 5 July 2023 – Savage Services Hiring Event, Safford
- 18 July 2023 – U of A Job Fair, Safford
- 19 July 2023 – PYQ attended Back to School Fair @ Sierra Vista Mall
- 7 August 2023 – Savage Job Fair, Safford
- 15 September 2023 – Meridian Job Fair, Safford
- 29 September 2023 – Douglas Fall Hiring Fair
- 12 October 2023 – Easter Seals Job Fair, Safford
- 13 October 2023 – 2023 Fall Hiring Fair at Veterans Memorial Park
- 19-20 October 2023 – SOSi Hiring Event in Willcox
- 27 October 2023 – Brightview Hiring Event @ Graham County Chamber
- 16 November 2023 – Duncan High School Career Day
- 20 November 2023 – Willcox High School Career Fair
- 29 November 2023 – Olsen Greenhouse Job Fair w/Graham County Chamber

- 29 January 2024 – Mini Job Fair, Department of Corrections
- 2 February 2024 – 2024 Willcox Hiring Fair
- 13 March 2024 – Hiring Event for Haven Health of Sierra Vista
- Hosted Swapps Construction for interviews (Safford office)
- 22 March 2024 – AZ Department of Corrections Hiring Event in Willcox, AZ
- 22 March 2024 – Job Fair at Cochise College in Sierra Vista
- 4 April 2024 – Day 1 of the 2024 Spring Hiring & Career Fair in Sierra Vista
- 5 April 2024 – Day 2 of the 2024 Spring Hiring & Career Fair in Sierra Vista
- 17 April 2024 – AZ Department of Corrections in person Hiring Event
- 18 April 2024 – 2024 Douglas Hiring & Career Fair in Douglas, AZ
- 18 April 2024 – Hosted multi-employer job fair, Safford office
- 10 May 2024 – Hosted Savage Services job fair (Safford office)
- 17 May 2024 – Hosted Kimball Midwest job fair/interviews (Safford office)
- 22 May 2024 – AZ Department of Corrections, in person Hiring Event, Douglas
- 24 May 2024 – Nature Sweet, Willcox Hiring Event

EDUCATION FAIRS

- 12 July 2023 – Ft. Thomas Back to School Event
- 10 October 2023 – Veterans Resource Fair, Douglas
- 25 October 2023 – Buena High School College & Career Night
- 25 October 2023 – Benson High School College & Career Fair
- 16 November 2023 – Duncan High School Career Day
- 17 November 2023 – Gila Valley Veteran’s Resource Fair, Safford
- 12 January 2024 – Safford High School Career Day
- 29 January 2024 – Cash for College event, Eastern Arizona College
- 7 February 2024 – Greenlee County Health and Science Fair
- 3 April 2024 – Veterans Resource Job Fair, Douglas
- 19 April 2024 – Cochise College Expo, Sierra Vista

STAFF PRESENTATIONS

- 16 August 2023 – D6 Unit Meeting Presentation to Voc. Rehab Team
- 12 September 2023 – Presented PYQ services to Cochise College GED students, Benson
- 14 September 2023 – Presented PYQ services to Cochise College GED students
- 10 October 2023 – Resume writing Class for Cochise College C.N.A. class X2
- 1 December 2023 – Provided Resume Training to Cochise College Nursing Students
- 26 October 2023 – Resume class at the Cochise College Willcox Center
- 14 November Speak to the Buena High School DECA Class
- 1 December 2023 – Provided Resume Training to Cochise College Nursing Students
- 7 December 2023 – Workforce Presentation to Buena Future Focus Classes
- 11 December 2023 – Resume Class with C.N.A. Students (Cochise College)
- 7 February 2024 – Presented Workforce Services to GED students at Cochise College, Douglas
- 8 February 2024 – Presented Workforce Services to GED students at Cochise College, Willcox

- 26 June 2024 – Sat on panel at Fred Acosta Job Corp Center to discuss the State of the Workforce Pipeline

EVENTS

- 11 July 2023 – Good Morning Sierra Vista
- 11 July 2023 – Sierra Vista Community Connect
- 11 July 2023 – Military Spouse Professional Network – All About Remote Work
- 13 July 2023 – Greenlee County Mobilization meeting via Zoom
- 14 July 2023 – PYQ met with Sierra Vista Unified School District
- 25 July 2023 – Cultivating Communities and Delivering Value on Social Media
- 25 July 2023 – New Comers Orientation – Fort Huachuca
- 26 July 2023 – Cochise County Network Breakfast
- 1 August 2023 – Meeting with VA to discuss job openings in AZ
- 2-4 August 2023 – Rural Policy Forum
- 8 August 2023 – 2023 SV Spotlight Breakfast
- 10 August 2023 – Chamber Round Table with Southern Arizona Sports, Tourism and Film Authority
- 16 August 2023 – Proctored the ACRC
- 17 August 2023 – Business at Twilight
- 18 August 2023 – CSV Veteran Stand Down
- 19 August 2023 – SV Chamber Home, Health & Business Expo
- 20 August 2023 – Greenlee County Mixer held at Train Depot in Clifton
- 22 August 2023 – Annual Tombstone Chamber of Commerce Dinner
- 29 August 2023 – New Comer Orientation on Fort Huachuca
- 30 August 2023 – AZ Healthcare Apprentice Accelerator 2.0
- 5 September 2023 – Sierra Vista Community Connect
- 7 September 2023 – Ribbon Cutting Ceremony for U.S Congressman Ciscomani’s Sierra Vista Office Location
- 12 September 2023 – Good Morning Sierra Vista
- 13 September 2023 – Business & Breakfast Mixer at ASCU in Douglas
- 15 September 2023 – Ribbon Cutting for “Tell Mamma” Lounge
- 21 September 2023 – Business at Twilight
- 27 September 2023 – SACA Luncheon
- 28 September 2023 – Women in Business Conference
- 6 October 2023 – Ribbon Cutting Ceremony at Lori’s Place
- 6 October 2023 – NCA Advisory Council
- 6 October 2023 – Resume writing Training provided to Fort Huachuca Military Spouses Network
- 7 October 2023 – 2023 Giving Gala
- 10 October 2023 – Sierra Vista Community Connect
- 10 October 2023 – Veteran Resource Fair in Douglas
- 12 October 2023 – Easter Seals/Blake Foundation Job Fair/Open House
- 12 October 2023 – Resume writing class for Cochise College C.N.A class
- 13 October 2023 – On the Air with First Watch
- 17 November 2023 – Gila Valley Veteran Services Resource Fair

- 18 October 2023 – Greenlee County Chamber Mixer
- 17-18 October 2023 – ONEFLOW Summit 2023
- 21 October 2023 – Benson Veterans Community Connect
- 21 October 2023 – City of Safford Harvest Festival Booth
- 24 October 2023 – Ribbon Cutting for Comfort Inn & Suites in SV
- 24 October 2023 – Agile Defense Meet & Greet
- 27 October 2023 – Fort Huachuca Career, Education and Retiree Appreciation Fair
- 31 October 2023 – Fort Huachuca New Comers Orientation
- 1 November 2023 – Bring a Vet to Lunch
- 3 November 2023 – Good Samaritan House open house/grand opening
- 6-8 November 2023 – NAWDP Youth Symposium, (attended virtually)
- 9 November 2023 – Sierra Vista Chamber Leadership Graduation
- 18 December 2023 – Christmas Networking @ Doc's Watering Hole by SBDC
- 20 December 2023 – SACA Luncheon
- 20 December 2023 – Greenlee County Chamber Mixer
- 12 January 2024 – DECA Conference
- 16 January 2024 – City Council Meet & Greet
- 19 January 2024 – 2024 Innovations in Education Conference
- 30 January 2024 – Fort Huachuca Spouse's New Comers Briefing
- 31 January 2024 – ARDEF Cochise Forecast 2024
- 1 February 2024 – Moonshot Information Meeting
- 7 February 2024 – Military Affairs Committee Luncheon
- 13 February 2024 – Governors State of the State Conversation
- 13 February 2024 – Beneficial Ownership Reporting
- 14 February 2023 – Network @ Noon at Doc's Watering Hole
- 14 February 2024 – Ribbon Cutting Ceremony for Ghawk UAV
- 15 February 2024 – Hosted Business @ Twilight
- 21 February 2024 – Attended Sheriffs talk
- 27 February 2024 – Lunch with BlackStar Orbital
- 28 February 2024 – Hosted EAC Sociology Class at Safford Job Center
- 4 March 2024 – Attended Life Skills Teen Training, hosted by Substance Abuse Coalition
- 5 March 2024 – United Way Luncheon
- 12 March 2024 – Good Morning Sierra Vista
- 13 March – Ribbon Cutting Ceremony for Pima Heart & Vascular
- 19 March 2024 – Incumbent Worker Training Request received from Action Technologies
- 21 March 2024 – Community Health Fair at Cochise Community College
- 21 March 2024 – Business @ Twilight at the Herald/Review Media
- 22 March 2024 – Cochise College Trades Days (Career Fair)
- 25 March 2024 – Launch into Life at Benson High School
- 26 March 2024 – Fort Huachuca New Comers Orientation
- 27 March 2024 – Freeport McMoran Town Hall
- 27 March 2024 – Southern Arizona Contractors Association (SACA) Lunch
- 1-3 April 2024 – Hiring Fair Readiness Workshops
- 12 April 2024 – Second Annual PEAC Convening Lunch

- 18 April 2024 – 2024 Sierra Vista Chamber of Commerce Board retreat
- 19 April 2024 - SACA Annual Picnic
- 19 April 2024 – Cochise College Expo
- 23 April 2024 – AZ Defense, Space, Cyber & Intel Hiring Fair on Fort Huachuca
- 24 April SACA Luncheon
- 25 April 2024 – Launch into Life, Benson High School
- 30 April 2024 – Fort Huachuca Newcomers Orientation
- 1 May 2024 – Military Affairs Committee (MAC) Luncheon
- 3 May 2024 – Presented at the First ever Cochise County Healthcare Workforce Forum
- 6 May 2024 – Spoke to the Buena High School Future Focus Classes
- 7 May 2024 – Resume class for the CAN class at Cochise College
- 15 May 2024 – Attended the Haven Health worker appreciation
- 16 May 2024 – SV Chamber of Commerce Board Meeting
- 16 May 2024 – Ribbon Cutting Ceremony for Vintage West in Tombstone
- 16 May 2024 – Business at Twilight
- 20 to 22 May 2024 – NAWDP Conference, San Antonio, TX
- 27 May 2024 – Attended Lincoln Day Luncheon
- 27 May 2024 – State of Economic Development in Graham County
- 29 May 2024 – State of the District/Fireside Chat with Congressman Juan Ciscomani
- 29 May 2024 – IT/Cyber Roundtable Discussion with ARDEF
- 29 May 2024 – Cochise College Press Conference announcing Bachelor’s Degrees
- 4 June 2024 – Ribbon Cutting and Re-naming of the Sierra Vista Chamber of Commerce – Now Sky Island Regional Partnership
- 6 June 2024 – Meeting with Graham County Manager, Dustin W
- 6 June 2024 – Attended the Benson Chamber Mixer
- 7 June 2024 – Ft Huachuca Transition Assistance Program mini-hiring fair
- 8 June 2024 – Benson Veterans Community Connect
- 9 June to 12 June 2024 – AZ Workforce Summit
- 19 to 21 June 2024 – Board Retreat (LWDB)
- 26 June 2024 – Job Corps Workforce Summit
- 28 June Reunification Celebration

MEETINGS

- 3 July 2023 – Meeting with SSVEC
- 6 July 2023 – Meeting with the new Community Development Director for the City of Willcox
- 7 July 2023 – Meeting with V2X
- 10 July 2023 – Meeting with T-Mobile Recruiter
- 11 July 2023 – Meeting with the Business Engagement Committee
- 13 July 2023 – Meeting with Forest Service
- 17 July 2023 – Meeting with KBR
- 18 July 2023 – Meeting with SEAGO Area Agency on Aging
- 21 July 2023 – Meeting with SSVEC
- 25 July 2023 – Meeting with Martin Rubber

- 25 July 2023 – Meeting with SV Chamber of Commerce
- 25 July 2023 – Meeting with the Herald/Review Media
- 26 July 2023 – Meeting with V2X
- 27 July 2023 – Meeting to discuss digital ad opportunities in Fort Huachuca, Willcox, and Bisbee area
- 28 July 2023 – Meeting with Dependent Specialist from the court system
- 07 August 2023 – Meeting with Olson’s Greenhouse, Willcox
- 7 August 2023 – Meeting with Vocational Rehabilitation
- 9 August 2023 – Meeting with SSVEC
- 9 August 2023 – Meeting GDIT
- 10 August 2023 – Meeting with COL Moreland to discuss status of MOA
- 16 August 2023 – Business Engagement Committee Meeting
- 17 August 2023 – Meeting with Buena Film Club Instructor about a future video project
- 17 August 2023 – Meeting with SSVEC
- 17 August 2023 – Meeting with City of Bisbee
- 21 August 2023 – Meeting with Olsen Farms
- 22 August 2023 - Meeting with the new Program manager at GDIT
- 25 August 2023- - PYQ meeting with Cochise College Adult Education
- 23 August 2023 – Meeting with Nature Sweet, Willcox
- 23 August 2023 – Meeting with Willcox High School to discuss Career Fair for students and parents
- 25 August 2023 – Bureau of Prisons quarterly meeting
- 31 August 2023 – Meeting with Doc’s Watering Hole to discuss tax credits
- 7 September 2023 – Meeting with Arizona Regional Economic Development Foundation
- 7 September 2023 – Meeting with Sierra Vista Police Department
- 7 September 2023 – Meeting with Grounds Well Capital Group
- 8 September 2023 – Meeting with SSVEC
- 12 September 2023 – Initial meeting and introduction to Legacy Vocational
- 14 September 2023 – LOE 4 Update
- 14 September 2023 – Meeting with the Herald/Review Media
- 18 September 2023 – Meeting with Elite Advertising Solutions
- 21 September 2023 – Meeting with Hattie B. BWIP/ Girls Confidence Camp
- 21 September 2023 – Meeting with Roberts Chiropractic
- 26 September 2023 – ARDEF meeting with local employers who hire IT/Cyber
- 27 September 2023 – Meeting with Cochise County Family Self-Sufficiency Coordinator
- 27 September 2023 – Meeting with Cochise College
- 27 September 2023 – Meeting with SSVEC
- 27 September 2023 – Meeting with UniSea
- 27 September 2023 – Meeting with Freeport McMoRan
- 2 October 2023 – Meeting with SSVEC
- 3 October 2023 – Meeting with PenHall Company
- 3 October 2023 – Meeting with Gunny’s BBQ
- 4 October 2023 – Meeting with Joy J.
- 5 October 2023 – Meeting with Omega Alpha Academy in Douglas to discuss jobs

- 10 October 2023 – Meeting with Vista Glass
- 13 October 2023 – Meeting with SSVEC
- 16 October 2023 – Meeting with Michele S.
- 16 October 2023 – Meeting with Omega Alpha Academy in Douglas
- 19 October 2023 – Meeting with the City of Willcox
- 20 October 2023 – Meeting with Vista Pros
- 1 November 2023 – Meeting with Graham County Resiliency via Zoom
- 6 November 2023 – Meeting with State rapid Response
- 16 November 2023 – Meeting with Safford Library
- 21 November 2023 – Meeting with SBDC to discuss DECA Conference
- 30 November 2023 – Meeting with Olson’s Green House in Douglas
- 4 December 2023 – Meeting with Vista Pros Heating and Cooling
- 4 December 2023 – Meeting with La Frontera – SEABHS
- 4 December 2023 – Meeting with Torey C, EAC SBDC
- 5 December 2023 – Meeting with the Herald/Review Media
- 5 December 2023 – Meeting with Anna Tuesman
- 6 December 2023 – Meeting with Greenlee County Chamber
- 7 December 2024 – Meeting with Olson’s Greenhouse
- 7 December 2023 – Meeting with Barnett’s Towing
- 8 December 2023 – Meeting with Chartis Federal
- 8 December 2023 – Meeting Intro to ALLO Communications
- 11 December – Meeting with the Herald Review Media
- 12 December 2023 – Meeting with National Bank of Arizona
- 13 December 2023 – Meeting with Cochise College
- 19 December 2023- Meeting with Cochise College Student Recruitment
- 27 December 2023 – Meeting with Frito Lay
- 2 January 2024 – Meeting with the Herald Review Media
- 4 January 2024 – Meeting with the Girl Scouts Southern Arizona
- 5 January 2024 – Meeting with Boys & Girls Club
- 5 January 2024 – Meeting with Cochise College
- 10 January 2024 – Meeting with HIS Douglas
- 11 January 2024 – Meeting with Rainey Pain & Performance
- 12 January 2024 – Meeting with the City of Bisbee
- 16 January 2024 – Meeting with Agile Defense
- 17 January 2024 – Meeting with Cochise College HVAC Instructors
- 18 January 2024 – Meeting with Center for the Future of Arizona
- 19 January 2024 – Meeting with Victoria S, Safford City Library
- 22 January 2024 – Meeting with Acacia Barnett
- 23 January 2024 – Meeting with La Frontera – SEABHS
- 24 January 2024 – Meeting with the Girl Scouts of Southern Arizona
- 26 January 2024 – Meeting with ViCap
- 26 January 2024 – Meeting with La Frontera - SEABHS
- 8 February 2024 – SACA Skills Trade Collaboration meeting
- 9 February 2023 – Meeting with Jacobs – EPG HR in regards to Rapid Response

- 8 February 2024 – Meeting with Olson’s Greenhouse
- 13 February 2024 – Meeting with La Frontera – SEABHS
- 16 February 2024 – Initial meeting with InDyne
- 20 February 2024 – Sierra Vita Chamber Board of Directors – New Comer Orientation
- 4 March 2024 – Meeting with CSL Plasma to discuss Job Posts
- 4 March 2024 – Meeting with SSVEC to discuss job openings
- 5 March 2024 – Meeting with Best Western Plus to discuss job openings
- 7 March 2024 – Meeting with Center for the Future of Arizona
- 7 March 2024 – Meeting with Pennington
- 15 March 2024 – Meeting with One Event at a time
- 18 March 2024 – Meeting with SSVEC to discuss job openings
- 18 March meeting with Cruz Farms
- 20 March 2024 – Meeting with the City of Sierra Vista HR to discuss Internships
- 21 March 2024 – Meeting with Southern Arizona Sports Film and Tourism Authority
- 26 March 2024 – Meeting with Victoria S, Safford City Library
- 26 March 2024 – Meeting with Children’s Action Alliance
- 28 March 2024 – Meeting with SACA and Senator McGowan
- 28 March 2024 – Meeting with Via Elegante
- 28 March 2024 – Meeting with Education Forward
- 1 April 2024 – Meeting with Andy Ridley and Win Learning
- 8 April 2024 – Meeting with Dr. Perry from Cochise College
- 9 April 2024 – Meeting with Haralson Tires, Morenci
- 9 April 2024 – Meeting with College Success Navigator, Cochise College
- 11 April 2024 – Meeting with DPI Staffing
- 16 April 2024 – New Crossroads Academy Board of Supervisors Finance Update meeting
- 30 April 2024 – Meeting with Buena High School Principal and Staff to discuss our services
- 2 May 2024 – Meeting with Vision IT
- 2 May 2024 – Meeting with Wayland Baptist University staff
- 10 May 2024 – Meeting with Win Learning
- 13 May 2024 – Meeting with AZ Pipeline
- 13 May 2024 – Meeting with Transition Specialist at Tombstone High School
- 14 May 2024 – Meeting with Tail Topia regarding youth internships
- 14 May 2024 – Meeting with Sky Island Regional Partnership
- 16 May 2024 – Meeting with City of Bisbee regarding youth internships
- 4 June 2024 – Meeting with Vision IT
- 4 June 2024 – Meeting with Rainey Pain and Performance
- 5 June 2024 – Meeting with Cochise County Department of Health & Social Services
- 6 June 2024 – Meeting with Lectra Serv
- 11 June 2024 – Meeting with Center for the Future of Arizona
- 12 June 2024 – Meeting with the Center for Academic Success
- 13 June 2024 – Meeting with ubreakifix
- 13 June 2024 – Meeting with Action Technology Services
- 14 June 2024 – Meeting with MIKID
- 14 June 2024 – Meeting with Marina Campos – Clifton Office

- 18 June 2024 – Meeting with Miracles of a Second Chance
- 18 June 2024 – Meeting with Vista Pros Heating and Cooling
- 25 June 2024 – Meeting with Cochise County Superintendent of Education and ARDEF
- 25 June 2024 – Meeting with Win Learning
- 26 June 2024 – Meeting with SSVEC
- 28 June 2024 – Meeting with Pipeline AZ Healthcare Hub

ECONOMIC DEVELOPMENT

- **June 1, 2023 to August 31, 2023:**
- Connected with over 400 businesses in Cochise County assessing their needs and providing resources.
- Posted over 50 jobs in this quarter through AJC and/or Social Media Platforms
- **September 1, 2023 to November 30, 2023:**
- Connected with over 500 businesses in Cochise County assessing their needs and providing resources.
- Facebook posts have reached over 20.4K, and Engagement is up 67.5%
- Posted over 100 jobs in AJC, Social media, and Job Centers.
- Partnered with Small Business Development Center, City of Sierra Vista Economic Development to organize the DECA Region 3 Conference for January 2024
- **December 1, 2023 to February 29, 2024:**
- Connected with over 500 businesses in Cochise County assessing their needs and providing resources.
- **March 1, 2024 to May 31, 2024:**
- Posted over 140 jobs this quarter in AJC and/or social media platforms
- Connected with over 500 businesses in Cochise County assessing their needs and providing resources.
- Had over 207 Job seekers at Day 1 of the 2024 Spring Hiring & Career Fair in SV
- Had over 217 Job seekers at Day 2 of the 2024 Spring Hiring & Career Fair in SV
- Had over 100 job seekers at the 2024 Douglas Spring Hiring Fair
- Haven Health Hired 3 individuals at the March 13, 2024,
- Over 10 individuals were hired because of the 2024 Spring Hiring & Career Fair in Sierra Vista (Still waiting on feedback from employers)
- Met with several groups discussing challenges in the workforce and how we can build a pipeline of talent.
- We reached over 16K during this quarter on Facebook
- We had a 100% increase in link clicks on Facebook
- We saw over 35K impressions on Facebook during this quarter an increase of 55%
- Posted over 325 jobs this quarter in AJC and/or social media sites.

INVOLVEMENTS

- August 2023 – Collaborated with Garrison Command of Fort Huachuca to create and incorporate a Memorandum of Agreement between Fort and AZ@WK.
- Began Organizing our 2023 Fall Hiring Fair in Douglas, Sierra Vista, and a Career Fair in Willcox for the High School
- July 2023 Created job listing spreadsheet with over 1200 jobs listed for the county and over 800 listed for Fort Huachuca and Sierra Vista
- August 2023 Created job listing spreadsheet with over 1200 jobs listed for the county and over 700 for Fort Huachuca and Sierra Vista.
- Reached over 4, 500 people on Facebook (weekly average for the quarter)
- Began extending our outreach on Instagram and Twitter
- According to Google we averaged 208 Interactions this quarter. We appeared in an average of 574 searches this quarter and we had an average of 979 interactions this quarter (between both offices in Cochise County).
- 29 September 2023 – 2023 Douglas Fall Hiring Fair. 25 Businesses, approximately 100 attendees
- 3 October 2023 – 2023 SEAZ Fall Hiring Fair – 57 Businesses, approximately over 350 attendees, at least 16 hired.
- 30 October 2023 – Put my name in for the new SSVEC Foundation committee
- Over 3700 profile views through Google for this quarter
- 29 January 2024 – Publicized the ADOC Hiring event in Douglas
- 27 February 2024 - Publicized the ADOC Hiring event in Douglas
- 28 February 2024 - Publicized the ADOC Hiring event in Sierra Vista
- Nominated and selected to serve on the Sierra Vista Chamber of Commerce Board of Directors
- Created an employer checklist for On-the-Job Training
- Assisted in the creation of an Incumbent Worker Packet / Application for Southeastern Arizona
- Created a checklist for Instructors at Cochise College to assist their students in “How to Apply for WIOA Benefits”
- Created a “Rapid Response Packet” for Southeastern Arizona.

COMMUNITY PARTNERSHIPS AND PANEL MEETINGS

- 8 & 9 August 2023 – Graham and Greenlee Community Partners Meeting with Freeport McMoran
- 8 November 2023 – Graham Community Partners Meeting with Freeport McMoran
- 14 November 2023 – Greenlee Community Partners Meeting with Freeport McMoran
- 21 February 2024 – Graham Community Partners Meeting with Freeport McMoran
- 8 May 2024 - Graham Community Partners Meeting with Freeport McMoran
- 14 May 2024 - Greenlee Community Partners Meeting with Freeport McMoran

JOB CENTER STATISTICS BY LOCATION

Below is a summary of the number of visitors to our job centers during 2023-2024 and 2022-2023:

	<u>2023-2024</u>	<u>2022-2023</u>	<u>Difference</u>
Sierra Vista	5,873	6,336	(463)
Douglas	5,892	6,832	(940)
Graham County	3,567	3,690	(123)
Greenlee County	841	344	497
Grand Totals	16,173	17,202	(1,029)

OUR CLIENTS' SUCCESS STORIES

Name: Patricia A.

Tell us about yourself before enrollment in 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 has 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 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 without certification.

Name: Dora S

Tell us about yourself before enrollment in 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 called Arizona work and had requested information on obtaining my GED and I spoke with Maria Adams 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 you in meeting your goals?

I was placed in a safer living situation for my son and I with the help of Maria.

I was able to obtain my GED.

I'm able to attend college.

I received school supplies including a 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 Mz. Sylvia Thorpe, Mz. Vicki Simmons, and Mz. Kelly for being by my side through out these life experience and for your genuine care and help. Thank Mr. Charles also for helping me with government assistance.

Greenlee County Business and Workforce Development Center – June 1, 2023 to August 31, 2023:

- Success stories-
 - 5 clients hired for Western Industrial
 - 4 clients hired with Swapp Construction
 - 1 client with Town of Clifton
 - 2 with El Corralito Family Restaurant

The Clifton Office worked closely with Patrick W. of Freedom West Construction to bring in a reliable, honest working crew to start and finish a project on Freeport McMoran property. He was very pleased with my service and diligence to get his company workers for the project. We did a standard application for hiring process and they were emailed to him for selection. He communicated with myself that he found several good candidates and was going to start the hiring process for them. He stated that he would be using our office again in the future and would hope that we'd be willing to assist his company.

Greenlee County Business and Workforce Development Center – September 1, 2023 to November 30, 2023:

Western Industrial Resources Company utilized our office for 5 job interviews. All 5 of those interviewees obtained applications from our Clifton office.

Client was looking to obtain a part-time position that allowed her to bring her service dog with her, I worked closely and diligently with Geo-Temps to obtain her a position that was suitable for her in Housekeeping. She was very grateful for our services and how we were able to get her a position in a fast-timely manner.

Client is a stay at home Mother, was looking for a part time job that would allow her to work during the hours that her children were at school. Was particularly looking into food service. Found her a position with Michelle's Bar and Grill as a food prep for the hours she needed. We also at the time updated her resume and she got hired on the spot. She also was very grateful for our help and will recommend us and our services to others looking for work.

Name: Arlette F.

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

I worked as a dental assistant without a certificate, first 5 years in an office and then 1 year in my current job. In that time, I have been learning many things with day-to-day practice. Of course, my goal was always to get my certificate so I could climb higher and higher.

Tell us about your successes after enrollment in WIOA:

When I started working here at CCHCI in September 2023 it was with the condition of starting and finishing school and obtaining the dental assistant certificate. With the help of Arizona @ Works I enrolled in an online dental assistant school so I could do it while still working. Being studying and working at the same time helped me in many ways since I could understand many other things that happen where at the dental office.

What was your goal coming to our office/program?

My goal when I arrived at the Arizona @ Works offices was to be accepted into the program so that they would help me to enroll in dental assistant school since that was one of the conditions to be able to keep the job as a dental assistant at CCHCI.

Of course, the main objective was not only to be accepted and enter but also to finish school and be able to get the DA certificate.

How did the program assist in you meeting your goals?

The program, of course, with the assistance of my career advisor Sylvia Thorp, was very important since she was there at all times to help me with everything I needed. Any questions I had, she was always there to help me and guide me throughout the entire process.

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

After finishing the online school program for dental assistant, the biggest thing I have achieved is passing my final exam with an incredibly good percentage so I can finally obtain my long-awaited certificate and thus be able to continue working at CCHCI.

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 helped me because thanks to it today I can say that I am a Registered Dental Assistant (RDA) and I can raise my level in the future and thus be able to provide a little more for my family.

Additional comments:

I will always be grateful to the Arizona @ Works program because thanks to them I was able to achieve what I had always wanted, obtain my DA certificate and be able to continue working in what I like to do the most.

Name: S.M.

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

Before I was enrolled in AZ@WORK I was working full time, finishing up my prerequisites at Cochise College for the nursing program. When I received my acceptance letter for the RN program I knew I was going to have to quit my job so I could focus and pass nursing school. My husband was then having to pick up more hours at his work to make ends meet since at this time we had just had our first son. It wasn't until a friend of mine told me about AZ@WORK.

Tell us about your successes after enrollment in WIOA:

Since my enrollment in WIOA I was able to remain fully focused on school and study in ways I needed to. My grades on unit exams showed it and my grades in my classes showed it. Semester 1 my grades were an A and B. In Semester 2 I received two Bs. Semester 3 I had an A and B. Then for my last semester I got a B. My overall GPA was 3.56. Also, I was selected by my peers and instructors to represent my class as being class president for both years of the program.

What was your goal coming to our office/program?

My goal coming to the AZ@WORK WIOA program was to gain information on their financial assistance for nursing students so I could help my family out again.

How did the program assist in you meeting your goals?

The program did exactly what I was hoping for. They provided me with childcare reimbursement, purchased NCLEX study materials for me, purchased my NCLEX exam. Fees, reimbursed me for my fuel when I was traveling to Tucson for clinicals and they even hooked me up with their V.A. guy, Jerry, who was also able to help me out. Most of all they were supportive and encouraging which also helped me achieve my life long dream of becoming an RN!!

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

By far my greatest accomplishments have been passing my RN NCLEX and starting my life long dream of working as an RN.

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 my life a lot. My family is now way better off. My future is brighter. I don't ever have to worry about not having a job and I'm finally doing what I love which is serving others during some of their hardest and sickest times.

Greenlee County Business and Workforce Development Center – December 1, 2023 to February 29, 2024:

- Success stories-

Western Industrial Resources Company utilized our office for 8 job interviews. All 8 of those interviewees obtained applications and submitted their application from our Clifton office.

Client had just moved to the area and was looking for a part time job and has experience in education. I helped her make an account, fill out an application online and followed up with Morenci Schools to obtain her a position with the school in the cafeteria. She was very grateful for our help.

Client needed help with starting a resume to obtain employment with Freeport. She came into the office 3 times that week so we could establish a resume and start the application process. She was called the following week for employment.

Greenlee County Business and Workforce Development Center – March 1, 2024 to May 31, 2024:

Western Industrial had 5 clients from our office interviewed and hired.

Client was terminated from previous job, looking to apply for a position that would work best for her children's schedule.

I helped her set up account for Ace Hardware and applied for full time position they had available, she started with Ace 3 days later.

Client moved to area to live with grandparents. Came in looking to obtain employment. Set up client with FMI account and helped him apply for several jobs. 1 month later after following up with client he stated that he's been hired on for FMI and going on his 2nd week of training.

Worked with numerous Morenci High School graduates to help them apply for the FMI Temporary Summer positions.

Name: Hannah S.

Hi my name is Hannah S., I have been granted to greatest opportunity to be in the PYQ program in Sierra Vista, AZ. I am writing this letter because I want you to know that I am very grateful and thank you for everything that the program was able to help and support me with. My family and I has always had trouble with money and at some point, was even homeless. This was a huge blessing that was brought upon us and we will forever be grateful for this program. I enrolled to this program because I hope that in the future I will be able to become a police officer. The PYQ has given me the opportunity to go to college and gain the education I may need for this career path. Thanks to having experience from these classes I have been able to get hired for a job that will give me the experience that will be needed. I currently am working at the Graham County Sheriff Office, which is also the detention center for adults. I learn how to be aware of my surroundings, pay attention to details. I get to see first-hand how inmates will be when arrested or what their symptoms may be when using drugs, alcohol, and even when withdrawing. It has been very challenging but thankfully this will show me what I may be waiting for in the future. Without the help from the program I would have never gotten to this point in my life. Thank you everyone who is in the program that has helped me with everything that I've needed to get through school, thank you for the times I was helped to even get groceries when I had nothing left to eat. I cannot express how much I appreciate this program.

Thank you for the laptop as well, the one I had before was one I got for free and it was very broken down and would even delete my files. I have been able to do my work so much easier now and not have to worry about restarting it or it deleted. Thank you PYQ for giving me and many other students this wonderful opportunity to follow our dream career and eventually become someone that the world will be able to depend on.

Thank you, Hannah S.

10 June 2024

Name: Litzy C.

Hi, my name is Litzy C., I'm part of the PYQ program here in Douglas, AZ. I'm writing this letter to say thank you for all the support and help. I have received from the program. It has been helpful for me, for my family, and for my future. I'm currently enrolled in the program because I want to become an LPN nurse and right now, I'm working through the PYQ program at the Douglas Fire Department. I'm glad that I have the opportunity to work with paramedics because I'm learning two different perspectives of the nursing field. One is learning how paramedics work, how fast sometimes we have to work with patients because they don't have that much time to take care of a critical patient and resources (CT scans, specialist, doctors and medications) that nurses have at a hospital. Two is learning how ER nurses work together with paramedics to take care of the patient by receiving the patient's report (medical history, vitals, reason for attending the ER, medications if they take any, and what caused the problem), how nurses work together with doctors and other specialists to take care of the patient correctly. I'm learning new vocabulary words, new signs and symptoms for certain diseases, and I feel that having the opportunity to see and have experience of being there with patients is giving me more confidence to talk to them and learn more about them. I know I will be learning more important

information that is going to be helpful for me at school and for my future career, thank you for this amazing opportunity. Thank you for all the support and the supplies provided to me, I really like my new scrubs. I needed blue scrubs to work and I got a few new scrubs, thank you Ms. Angie for always being there to help, and thank you for everything PYQ! Thank you for helping me and more students to successfully complete our dreams and to gain experience through your job opportunities.

Thank you,
Litzzy C.
06/01/2024

Name: Jonathan B.

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

I worked many different jobs throughout my 20's, traveled the world, and made many great memories. At 30 years old I moved from Las Vegas to Arizona during the COVID-19 pandemic. My girlfriend and I had both lost our jobs and were looking for new career opportunities. I had the desire to help people and wanted that to translate to a career, but I didn't know where to begin and was worried that I wouldn't have the money to go back to school. After considering several careers in the medical and first responders field, I decided to start taking classes for nursing at the local community college. I found out about WIOA when I was at my college's financial aid office filling out paperwork for federal loans.

Tell us about your successes after enrollment in WIOA:

I had already paid for my first couple prerequisite classes out of pocket as I did not qualify for FAFSA/PELL Grant. Even though this was a community college, it still wasn't cheap. I just wanted to start on the right path and hoped the "finances worked themselves out". Nursing, science, and math classes were very challenging and having to work part time on top of that didn't help, but this program gave me the safety net that I needed to keep pushing forward.

What was your goal coming to our office/program?

My goal was to start working as a registered nurse in the state of Arizona and I can say today with pride that I have achieved that goal!

How did the program assist in you meeting your goals?

My career counselor, Sylvia, was the biggest blessing to me. She helped me understand the kind of help and resources that this program has to offer and encouraged me every step of the way. Every time that the stress of school or making ends meet began to feel like too much to bear, I reached out to her, and she kept me on the right track.

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

Not giving up. Three years ago I was unemployed and stuck inside an apartment in a strange town where I didn't know a single person during the lockdown. Today I work at a large and respectable hospital in Phoenix, AZ that has "Magnet" status. This designation is the gold standard among medical facilities and reflects satisfied nurses and higher expectations of standards of care. Three years ago I decided that I wanted to do something with my life and I began to ask the questions and seek the advice that would set that into motion.

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:

Like I have told my friends and family, this program has been the biggest blessing of my entire life. I always enjoyed school but was discouraged that I didn't know what I wanted to study and that college is so expensive. This program allowed me to focus on school and not have student loan debt waiting for me upon completion. I am so thankful that I was referred to this program, because I don't know for sure that I would've completed the rigorous nursing program without it. The trajectory of my life has been forever changed for the better and for the first time in a very long time I know that I am exactly where I am supposed to be.

Name: Desirey S.

Tell us about yourself before enrollment in 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 finical 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. _____

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 work force!

Name: Dan J.

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

Before WIOA I had no idea how to get my Commercial Driver's License back. I was out of work a lot during that time.

Tell us about your successes after enrollment in WIOA:

I successfully got my class A CDL back after enrollment in WIOA.

What was your goal coming to our office/program?

Get my CDL back/work opportunities.

How did the program assist in you meeting your goals?

Financially & Housing

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

I don't feel I've reached my goal quite yet.

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 enabled me to regain my employability.

Additional comments:

I've found employment but, am still checking into going OTR Class A driving.

Name: Heather M.

Tell us about yourself before enrollment in 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 purchase 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 in you 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: Joan V.

Tell us about yourself before enrollment in 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. The 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 in you meeting your goals?

By lessening the financial burdens of higher 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: Laura G.

Tell us about yourself before enrollment in 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 g.p.a. 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 in you 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 able to reach 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: Margaret M.

Tell us about yourself before enrollment in 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 in going to the WIOA program/office was to seek tuition assistance for my final semester of nursing school.

How did the program assist in you 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 back after car accidents and other trauma or medical events through the 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 allowing me to focus on my last semester and pass to achieve my dream of becoming a Registered Nurse.

Additional comments:

Thank you!

Name: Jennifer W.

Tell us about yourself before enrollment in 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 in WIOA I graduated 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 in you meeting your goals?

___Financial support helps 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

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