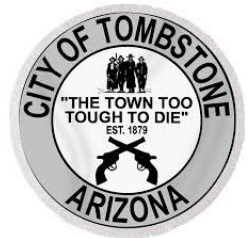


ARIZONA@WORK™

SOUTHEASTERN ARIZONA

ANNUAL REPORT JULY 2024 TO JUNE 2025



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 \$1,958,331.



Annual Report – July 2024-June 2025

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ARIZONA@WORK - Southeastern Arizona

Annual Report – July 2024–June 2025

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 2024 to June 2025. 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

Graham:

626 S. 6th Avenue
Safford, Arizona 85546
(928) 432-6936

Greenlee:

P.O. Box 816
558 N. Coronado Blvd.
Clifton, Arizona 85533
(928) 439-4632

515 E. 7th Street

Douglas, Arizona 85607
(520) 364-8906

Administration Office:

900 Carmelita Drive
Sierra Vista, Arizona 85635

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. We don't know in what format, yet to be determined. Several bills to either extend WIOA or another training program that would continue the services, have been submitted to congress. None have passed. The President's Big Beautiful Bill that was passed by congress consolidates 11 federal workforce and training programs into a single "Make America Skilled Again" (MASA) block grant – but does so while reducing total funding by about \$1.64 billion, roughly a one-third cut to existing workforce training programs.

Not sure what the future bill will change, if anything. The WIOA bill's purpose is to better align the workforce with education and economic development. The private sector should 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 current 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. The Big Beautiful Bill is available on line.

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 OF DIRECTORS:

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. Nationwide 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 2024-2025 program/fiscal year compared to the 2023-2024 program/fiscal year. Overall, we actually have an increase of \$289,501 for the fiscal year 2024-2025 due to the Department of Economic Security awarding the local areas Rapid Response Funds to be expended over the next two years.

	2024-2025 Allocation	2023-2024 Allocation	Increase (Decrease)
Adult	\$400,630	\$451,257	\$(50,627)
Youth	\$412,629	\$462,960	\$(50,331)
D/W	\$654,992	\$754,613	\$(99,621)

Rapid Response	\$490,080		\$0	\$490,080
Total	\$1,958,331		\$1,668,830	\$289,501

BUDGET TO ACTUAL REPORT

Included in this annual report is the 2024-2025 budget to actual report. (See Attachment C) The independent audit report and the single audit for the year 2023-2024 were completed with no findings. The independent audit for the 2024-2025 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 2023. (Attachment D is the 2023 Audit)

PERFORMANCE MEASURES:

Below is Southeastern Arizona’s PY2023 final performance indicators utilizing the SAM (statistical adjustment model) per Department of Labor requirements. The Department of Labor requirement is for a local area’s program performance indicator outcomes to be at or above 90%. We had 12/12 Success Indicators and 0/12 Failure Indicators. We have not received PY2024 performance indicators as of the printing of this report. The PY2024 performance indicators will be included in the next year’s annual report performance indicators.

PY2023 WIOA Adjusted Levels of Performance, ARIZONA@WORK - Southeastern Arizona					
Indicator	PY2023 Negotiated Level	Adjustment Factor (Predicted Model)	PY2023 Adjusted Level	PY2023 Actual Performance	PY2023 % Goal Achieved (Actual Performance/ Adjusted Level)
Adult					
Employment 2nd Quarter after exit	70.0%	8.1%	78.1%	88.3%	113.1%
Employment 4th Quarter after exit	68.0%	9.7%	77.7%	75.3%	96.9%
Median earnings (2nd quarter after exit)	\$7,000.00	(\$605.00)	\$6,395.00	\$15,103.00	236.2%
Credential attainment rate	77.0%	-8.7%	68.3%	85.9%	125.8%
Measurable Skills Gain	63.0%		63.0%	71.4%	113.3%
Overall Program Performance Score					137.0%
Dislocated Worker					
Employment 2nd Quarter after exit	78.0%	6.9%	84.9%	83.3%	98.1%
Employment 4th Quarter after exit	75.0%	8.2%	83.2%	75.0%	90.1%
Median earnings (2nd quarter after exit)	\$9,000.00	(\$4,091.00)	\$4,909.00	\$17,312.00	352.7%
Credential attainment rate	75.0%	-1.2%	73.8%	75.0%	101.6%
Measurable Skills Gain	69.0%		69.0%	100.00%	144.9%
Overall Program Performance Score					157.5%
Youth					
Employment 2nd Quarter after exit	74.0%	4.0%	78.0%	93.2%	119.5%
Employment 4th Quarter after exit	70.0%	9.5%	79.5%	87.9%	110.6%
Median earnings (2nd quarter after exit)	\$5,044.00		\$5,044.00	\$7,697.00	152.6%
Credential attainment rate	61.0%	8.7%	69.7%	61.30%	87.9%
Measurable Skills Gain	62.0%		62.0%	67.5%	108.9%
Overall Program Performance Score					115.9%
Overall Title I-B Indicator Score					
Employment 2nd Quarter after exit					110.2%
Employment 4th Quarter after exit					99.2%
Median earnings (2nd quarter after exit)					247.1%
Credential attainment rate					105.1%
Measurable Skill Gains					122.4%

Key
Assessed Indicator: Successful
Assessed Indicator: Failure
Unassessed Indicator

CLIENTS IN TRAINING-EXITED OUT OF TRAINING

For the period July 1, 2024 to June 30, 2025, 234 participants were enrolled in our adult, dislocated worker, and youth training programs. During the same period, we exited 169 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 their training:

Cochise County Sheriff's Department	City of Bisbee Police Department	Copper Queen Community Hospital
City of Safford	A.A.A. Full Transportation	Freeport McMoran Mining
City of Douglas Police Department	City of Douglas	Santa Cruz County Police Department

Santa Cruz Sheriff's Department	Canyon Vista Medical Center	United Farm Labor
Douglas Unified School District	Naphcare AZ, LLC	City of Sierra Vista Police Department
City of Bisbee	B & L White Enterprises, LLC	RL Workman Homes, LLC
Southern AZ Distributing	Blueberry Café	Town of Thatcher
Western Hydro	Town of Pima	B & D Lumber
Walmart, Douglas	Maddux & Sons	Maxim Health
Tucson Medical Center	Banner Hospital	Integrity Fabrication
Life Care Center	Haven of Sierra Vista	Engineering Technology
Truckohaul, LLC	Sebastian Tech Solutions	Palominas Fire District
Indyne, Inc.	Majac Distribution	Southwest Cancer Center
Cochise Transport, LLC	High Desert Dental	Heart & Vascular Associates
Lifepoint Health	San Carlos Apache Healthcare Corporation	Vitalcore Health Strategies
Mt. Graham Regional Medical Center	Werner Enterprises Inc.	Flagstaff Medical Center
Summit Medical Center	Haven of Douglas	Al's Pool
Catholic Charities Community Services	Cinemark	Hampton Inn
Hibbett Sports	John Casablancas	Olive Garden
Palominas Southern Baptist Church	PSE Archery	Rainey Pain and Performance
Scholotsky's	St. Joseph's Hospital	Taco Bell
City of Douglas Fleet Dept	City of Douglas Fire Dept.	Aires

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

- 11 July 2024 – Rango Construction, Mesa, Hiring Event at Willcox Library
- 2 August 2024 – Haven Health Hiring Event
- 9 September 2024 – Hosted job fair/interviews for Aramark, interviewed 17, hired 7
- 23 September 2024 – Oro Valley Hiring Fair
- 4 October 2024 – Fall Hiring Event in Sierra Vista
- 29 October 2024 – Ranch Restaurant and Dirty Cowboy Saloon Job Fair
- 16 January 2025 – Department of Corrections Hiring Fair
- 26 March 2025 – Gila Valley Boys & Girls Club Career Fair
- 22 May 2025 – Lencioni Farms Service Hiring Event

EDUCATION FAIRS

- 13 July 2024 – Graham County Back to School Resource Fair, contact with over 200 families
- 16 August 2024 – Eastern Arizona College Monster Bridge, contact with over 300 students
- 22 October 2024 – Benson High School College and Career Fair
- 30 October 2024 – EAC Regional Fair, for local high schools 9-12, 300-400 students attended
- 30 October 2024 – Buena High School College and Career Fair
- 25 November 2024 – Willcox High School Career Expo
- 15 May 2025 – Community Resource Fair

STAFF PRESENTATIONS

- 1 July 2024 – AZ@WK presentation to the Kiwanis
- 17 July 2024 – AZ@WK Presentation at the Bisbee Homeless Shelter
- 26 August 2024 – MIKIDS Workforce Presentation
- 28 August 2024 – AZ@WK presentation to Cochise College, Douglas, GED students

- 23 October 2024 – Morenci High School-Interviewing/Resume Workshops for Seniors

EVENTS

- 26 July 2024 – Rise Above the Noise training at Herald Review Media
- 30 July 2024 – Dual enrollment kickoff event in Benson
- 7-9 August 2024 – Rural Policy Forum, Clarkdale and Cottonwood, AZ
- 12-14 August 2024 – NAWDP Business Services Academy
- 12 August 2024 – Informational Event, Douglas Job Center – SBHIS
- 2-5 September 2024 – Attended California Workforce Association’s Meeting of the Minds Conference, Monterey, CA
 - 5 September 2024 – Hiring Event for Synergy Home Care of Sierra Vista.
 - 10 September 2024 – Good Morning Sierra Vista
 - 12 September 2024 – SAEDG/Benson Chamber Network Luncheon
 - 20 September 2024 – Cochise County Cyber Security Workforce Summit.
 - 13 September 2024 – Quarterly Graham County Economic Breakfast
 - 18 September 2024 – Sunrise Program and Reentry ribbon cutting at new facility
 - 21 September 2024 – Ribbon Cutting/Grand Opening Clonts Jewelry
 - 21 September 2024 - Graham County Substance Abuse Coalition Symposium
 - 21 September 2024 – American Southwest Credit Union Grand Opening
 - 24 September 2024 – CAS Open House/Ribbon Cutting
 - 2 October 2024 – Douglas Veterans Resource Fair
 - 17 October 2024 – Ribbon Cutting/Grand Opening Audiology, Inc.
 - 18 October 2024 – EAC Career Center Grand Opening
 - 25 October 2024 – Gila Valley Veterans Services Stand Down/Resource Fair
 - 30 October 2024 – Table at EAC Career Center Job Fair
 - 6 November 2024 – Bring a Vet to Lunch
 - 8 November 2024 – Hiring event at Life Care Center of Sierra Vista
 - 13 November 2024 – Graham County Economic Development Breakfast
 - 25 November 2024 – Willcox High School Career Fair
 - 5 December 2024 – Attended Graham County Chamber Mixer
 - 13 January 2025 – Presentation to Child Parents Centers, Inc.
 - 16 January 2025 – Attended Graham County Community Network Roundtable
 - 22 January 2025 – Thrive Lee Red-Light Therapy Ribbon Cutting
 - 22 January 2025 – Safford Job Center 1st Resume Workshop
 - 30 January 2025 – Presentation to Community of Practice
 - 30 January 2025 – Graham County Chamber Mixer
 - 31 January 2025 - TECHICON Virtual Hiring event
 - 5 February 2025 – Gila Valley Career Fair
 - 13 February 2025 – Freeport Community Partners Panel Meeting
 - 25-27 February 2025 – Career Coaching Virtual Academy, NAWDP
 - 27 February 2025 – TECHICON Virtual Hiring Event
 - 27 February 2025 – Graham County Chamber Mixer
 - 28 February 2025 – Presentation to the Bisbee Housing Coalition
 - 11 March 2025 – Good Morning Sierra Vista

- 12 March 2025 – Mini Hiring Fair
- 13 March 2025 – Center for Academic Schools Rapid Response Event
- 19 March 2025 – PHI Cares Ribbon Cutting
- 20 March 2025 – Business at Twilight -CAL Ranch
- 29 March 2025 – 2nd Annual Cochise County Senior Health Fair
- 3 April 2025 – Ribbon Cutting at The Wash
- 10 April 2025 – CVS, Douglas Rapid Response Event
- 11 April 2025 – PEAC Summit
- 11 April 2025 – Cochise College Expo
- 12 April 2025 – Bisbee National Night Out
- 16 April 2025 – Day 1 of the 2025 Spring Hiring & Career Fair
- 17 April 2025 – Business at Twilight – Truly Nolan
- 18 April 2025 – Day 2 of the 2025 Spring Hiring & Career Fair
- 23 April 2025 – 2025 Douglas Spring Hiring Fair
- 23 April 2025 – Attended Graham Economic Partner Breakfast
- 25 April 2025 - Sky Islands Regional Partnership Annual Gala
- 25 April 2025 – Spring Job/Career Fair in partnership with EAC Career Svc. Center
- 29 April 2025 – Hiring Event for SKILLZ Private Academy
- 30 April 2025 – Ribbon Cutting for Carmichael Elementary
- 1 May 2025 – Ribbon Cutting Dicks Diner in Tombstone
- 5-7 May 2025 – NAWDP Conference
- 13 May 2025 – Good morning Sierra Vista
- 14 May 2025 – Freeport McMoran quarterly Community Partners Meeting
- 15 May 2025 – Business at Twilight – All Pro Pest Control
- 22 May 2025 – Attended Regional Ecosystem for Workforce Development Collaborative
- 27 May 2025 – Ribbon Cutting for the Miss Sierra Vista Scholarship Foundation
- 28 May 2025 – Ribbon Cutting for the Southern Arizona Museum of Science and Technology
- 29 May 2025 – Executive Luncheon Roundtable with Senator Kelly
- 29 May 2025 – Sun Pumps Ribbon Cutting/Open House
- 29 May 2025 – Graham County Chamber Mixer

INVOLVEMENTS

- 2 July 2024 – Rural Roundtable Discussion
- 9 July 2024 – Good Morning Sierra Vista
- 10 July 2024 – Military Affairs Committee Special Meeting
- 16 July 2024 – Ribbon Cutting at Spruce & Sky Gifts
- 18 July 2024 – Sky Island Regional Partnership Board Meeting
- 18 July 2024 – Business at Twilight
- 23 July 2024 – Ribbon Cutting/Grand Opening of the Spouses Resource Center on Fort Huachuca
- 23 July 2024 – Grand Re-opening of the Sierra Vista Visitor Center
- 24 July 2024 – Meeting with Pipeline AZ

- 1 August 2024 – Ribbon Cutting Ceremony for the New Chiricahua Community Health Centers Acute Care Clinic in Douglas, AZ.
- 16 August 2024 – Superintendent Roundtable Discussion
- 19 August 2024 – Meeting and site visit for Manny’s Farmers Market
- 23 August 2024 – Cochise County Healthcare Workforce Forum Part 2
- 28 August 2024 – Cochise County Network Breakfast
- 28 August 2024 – Fort Huachuca In-Processing Briefing
- 29 August 2024 - Haven Health of Sierra Vista Ribbon Cutting Ceremony
- 30 August 2024 – Gunny’s Barbeque ribbon cutting ceremony
- 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
- 20 February 2025 – Hiring Our Heroes Ft Huachuca Career Summit
- 20 February 2025 – Business at Twilight.
- 26 February 2025 – Cochise County Healthcare Workforce Development Action Committee.
- 26 February 2025 – In-processing Brief on Fort Huachuca
- 4 March 2025 – connected US Forestry Services with SVUSD
- 5 March 2025 – In-processing briefing at Fort Huachuca
- 6 March 2025 – Sierra Vista Community Connect
- 10 March 2025 - Interview with KGUN 9 aired
- 12 March 2025 – Provided a Letter of Support to ARED for grant support
- 21 March 2025 – Teacher of the Year Finalist Judging
- 24 March 2025 – Presented to Berean Academy Economics Class
- 26 & 27 March 2025 – Resume writing class at Berean Academy
- 1 April 2025 - Received WARN notice from the State Rapid Response Team in regards to GDIT
- 10 April 2025 – Mock Interviews with Medical Assistant Class
- 24 April 2025 – Benson High School Launch into Life
- 30 April 2025 – Regional Ecosystem for Workforce Development Collaborative
- 1 May 2025 – Healthcare Workforce Forum
- 1 May 2025 – Empower, Elevate: Military Spouse Appreciation Night at the USO

JOB CENTER STATISTICS BY LOCATION

Below is a summary of the number of visitors to our job centers during 2024-2025 and 2023-2024:

	<u>2024-2025</u>	<u>2023-2024</u>	<u>Difference</u>
Sierra Vista	5,944	5,873	71
Douglas	6,457	5,892	565
Graham County	2,953	3,567	(614)
Greenlee County	1,084	841	243
Grand Totals	16,438	16,173	265

OUR CLIENTS' SUCCESS STORIES

Greenlee County Business & Workforce Development Center:

June 1, 2024-August 31, 2024:

Client Marilyn, who has a range of experience, was recently terminated from her previous job but wishes to remain in healthcare. She applied for a Lab Tech position at Gila Health and was contacted a few days later for an interview. She was successfully hired.

Client Easton, who has been job hunting since moving back to the area, has faced challenges due to his record. Despite these difficulties, he was successfully hired for a part-time position at El Corralito's pizza place.

I assisted Client Malina in updating her resume and submitting a job application for a housekeeping position through Freeport McMoRan. She was successfully hired two weeks later.

Client Aaron, who recently graduated, was seeking employment. He successfully applied, interviewed at our office, and was hired for the Utility Crew position at Freeport McMoRan.

September 1, 2024-November 30, 2024

Client Marilyn, who has diverse experience, was recently let go from her previous job and resumed her job search. After several months of interviews and rejections, we were finally able to secure her a position as a cashier at Bashas.

Client Cody, who is two years out of high school and recently laid off due to a lack of work, was assisted in applying for various jobs in the area. This led to an interview with Western Industrial, where he will begin working in mid-December.

Client David, who recently moved to the area and is seeking work in construction, was successfully helped in securing a position with Western Industrial.

December 1, 2024 to February 28, 2025

Isaac- He started coming into our office at the end of January. He stated that, per his probation requirements, he needed to find a job or face prison time due to a dark path he had once been on. He expressed his desire to find a job, become a productive member of our community, and give back to the people who had helped steer him away from the wrong path. He confided in me that he was grateful for the second chance he had received because he feared it was the end of the road for him. We started from the beginning—working on his resume and teaching him how to use and set up an email account. He filled out a few applications and shared with me that, after many years of working at FMI, he had built a career as a welder. That was when everything changed. He applied for a position with Sundt Construction, and I assisted him with the application process. I then helped him prepare for the interview, and a few days later, he returned needing assistance with his onboarding paperwork. He was successfully hired by Sundt as a structural welder, allowing him to put his certifications and past training to use. This job will enable him to contribute to the workforce, stay out of prison, and comply with his probation requirements. I believe our office played a key role in helping him succeed in this process and achieve his goal of bettering himself for the future.

Frank- He came back to town looking for a job opportunity. After being away for so long, he didn't know where to start or what was available. Frank had mining experience, as he had worked with Empire for 12 years. However, he didn't want to return to that work environment and expressed his desire to try something new. We explored Frank's options, given his mining experience, and he submitted applications to TOC, PVB, and Greenlee County. A couple of days later, an opportunity arose for a position with the Utility Crew at FMI. Frank applied. The next day, he came into our office to complete the virtual interview and begin the background process.

March 1, 2025 to May 31, 2025:

Raymond- He relocated to our area due to a change in his relationship. While visiting a friend, he decided to try and find a job in our area. He came into our office, submitted numerous applications, and attended 'Staffing Friday' with FMI. Unfortunately, he didn't have any mining experience, but an opportunity with the Greenlee County Sheriff's Office was available for jail officers. He decided to take the application and apply. After completing the interview process and physical fitness test, he was offered the job. He was very appreciative of our help and I have spoken with the Jail Sergeant and she advised me that he is doing a fantastic job and thinks he will be a wonderful assist to Greenlee County.

Susan - a retired snowbird who had traveled between Texas, Utah, and Wyoming, recently decided to make Arizona her permanent home. Her husband, a skilled carpenter, was hired on the spot, so Susan expected her job search to go just as smoothly, given her background in cashiering, stocking, and groundskeeping. However, after a few nerve-wracking interviews and no responses, Susan began to feel discouraged and was ready to give up. She stopped by our Clifton office, determined to give her job search one last try. When I asked how things were going with one of

the companies she'd applied to, she told me she hadn't heard back in weeks. I offered to call the employer on her behalf to check in and see how I could help. Two weeks passed without seeing Susan at the office—until I ran into her at the local grocery store, where she'd applied to be a cashier. She greeted me with a smile and thanked me for the encouragement and support, sharing that she had been so busy training and working that she hadn't had a chance to stop by.

Rodney A - visited our office seeking assistance with Unemployment Benefits and job placement after being employed with Freeport-McMoRan for over 10 years. We successfully helped him set up his Unemployment Insurance benefits and supported him in applying for several positions listed on our job board. I also contacted Morenci Schools to inform them of his application for a bus driver position, as they are currently in urgent need of drivers. The following day, Rodney returned to share that he had been scheduled for an interview with the school district. They have agreed to assist him in reinstating his CDL so he can begin driving in July.

Name: Rachel

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

Before my enrollment, I had just been laid off from one of my two full time jobs and was struggling to find a replacement that would cover the financial responsibility I had as a single mother of two. My second job at an elementary school didn't pay enough to live off of and I was thinking about switching careers altogether from Education and Criminal Justice to the field of IT/Cybersecurity.

Tell us about your successes after enrollment in WIOA:

After my enrollment in WIOA I have successfully transitioned into a new career field and currently hold a position where I can continue to expand and build my knowledge base. WIOA allowed me to take a Security+ course with New Horizons Learning Group and paid for my exam fees. They provided resources and helped me throughout the whole process, as well as, gave me motivation when I felt I wasn't ready to take the exam. The biggest success was having the financial security with one job. For the past ten years before now, I had to work two jobs to make what I am getting paid now. I get more rest and have more time to spend with my family.

What was your goal coming to our office/program?

My goal when coming to your office was to find job resources and expertise.

How did the program assist in you meeting your goals?

I am currently doing well at my job and the program has opened up more job opportunities for my future. I will be getting promoted when I hit my year mark of working with my company in November, and will be getting a \$15,000 increase in my annual salary at that time. One of my goals was to have more financial stability, and the program has helped with that.

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

I completed my BA in Education in September and have expanded my knowledge in a new field of study in a short amount of time.

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 believe this program has had a great impact on my life. Without it I would still be struggling working two full time jobs and would not have the same opportunities I do today.

Additional comments:

Thank you so much for your assistance and support in expanding my knowledge and helping on my journey of obtaining the credentials needed to pursue new career opportunities. This program has opened new doors for me and I am very grateful.

Name: Mariel

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

The support from the Workforce program played a crucial role in my journey toward a nursing career. Before receiving your generous assistance, I felt "stuck" in corrections and other low-level jobs that left me unsatisfied & unfulfilled. I knew I had potential for more, but I worked any honorable job until I could follow my dream. These odd jobs were not high-paying-leading to stress & family problems.

Tell us about your successes after enrollment in WIOA:

Workforce played a vital role in helping me obtain my registered nurse education & license. I now find great fulfillment & joy in my work. I manage two full-time roles, as a hospice nurse and as a school nurse. While I know it took dedication to complete my degree & secure my license, having Workforce's support and belief in me made a significant difference. Our family's quality of life has greatly improved, and we can now comfortably meet our needs.

What was your goal coming to our office/program?

I needed assistance to cover the costs of uniforms (scrubs), shoes, and tools for nursing school and clinicals. The program's support enabled me to complete my training and education successfully.

Assistance was instrumental to me & my family. As a caring nurse, who loves her work now, I'd like to think all of my patients have also benefited from your generosity!

Name: C.R.

Good afternoon Miss Vickie,

I hope this is still your email address. I just wanted to say hello and thank you so much for being a huge reason why I am who I am today. I'm not sure if you remember me, but I was in a very dark place when I came to you for assistance and not only did you assist me in finding a future but you also gave me the push to find the light. I am now a behavior technician with the school district and love being here to help the kids who need it. I swear I wouldn't be where I am today without your help. Thank you so much for believing in me when I didn't believe in myself.

Name: Jose

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

Before enrolling in the Workforce Innovation and Opportunity Act (WIOA) program, I was a high school student. My primary focus was on completing my high school education, and I did not have any prior work experience. As a result, my skill set was limited to the basic education and skills acquired during my high school years.

I was eager to gain practical experience and develop additional skills to enhance my career prospects. This motivation led me to seek out the WIOA program, with the goal of acquiring new skills and exploring career opportunities that would better prepare me for the workforce.

Tell us about your successes after enrollment in WIOA:

Since enrolling in the Workforce Innovation and Opportunity Act (WIOA) program, I have achieved several significant milestones that have greatly advanced my career and personal development.

One of my major accomplishments is graduating with a bachelor's degree, which I earned with honors. This academic achievement has provided a solid foundation for my career aspirations.

Additionally, I have secured a position with the federal government, which has allowed me to apply my skills in a meaningful and impactful way. This role aligns well with my career goals and has provided valuable experience in my field.

To further enhance my qualifications, I have obtained two cybersecurity certificates and am actively working towards earning two more. These certifications have been instrumental in developing my expertise and credibility in the cybersecurity domain.

Overall, the WIOA program has played a crucial role in helping me reach these achievements by equipping me with the tools and opportunities needed for success in both my academic and professional endeavors.

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, the WIOA program has significantly impacted my life from the time I entered to when I completed it.

Before enrolling in the program, I was transitioning from high school with limited work experience and financial resources. The program provided crucial support that not only eased my financial burdens but also gave me access to valuable educational and career resources. This assistance allowed me to focus on achieving my goals without the stress of financial constraints.

Academically, I was able to complete my bachelor's degree with honors and earn multiple cybersecurity certifications, thanks to the program's support. These achievements have opened doors to career opportunities that were previously out of reach.

Additional comments:

Overall, the program has had a profound impact on my personal and professional development. It has equipped me with the tools and opportunities needed for success, and I am grateful for the positive changes it has brought to my life.

Name: Francisco

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

My name is Francisco, I'm 25 years old. I've lived in Douglas all my life. I graduated from DHS in 2018. My mom is a single mother and raised 4 kids. My Father was a firefighter for the City of Douglas for 11 years. My father passed away in 2007. I'm the oldest of my siblings. Today I'm a firefighter for the City of Douglas.

Tell us about your successes after enrollment in WIOA:

Az at work helped me with getting my goals lined up, advising me of the progress and steps it takes to become a Firefighter. Ana sat down with me and got to know me and my actual goals in wanted in life and gave me all the tools I needed to make my dreams come true. Az at work helped me with funds for school, transportation and any advice I needed along the way.

What was your goal coming to our office/program?

My goal was to become a Firefighter for the City of Douglas and follow my father's footsteps.

How did the program assist in you meeting your goals?

This program assisted me with a list of objectives I needed to accomplish in order to achieve my goals. As mentioned they helped me by paying for my classes, helping me out with gas vouchers for gas since my classes were in Sierra Vista. And as always, they made sure the door to their office were open if I were to ever need anything.

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

My greatest accomplishment has to be my career as a Firefighter! I love what I do and I'm glad I'm able to get paid for it.

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

Most definitely! Because I was able to participate in this program I was able to accomplish my life goal of being a Firefighter for my community.

Additional comments:

I appreciate everyone in the AZ at Work office in Douglas! They were always so helpful and friendly. It made it so easy to walk in and ask for help!

Name: M.S.

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

I was working as a tech at Tucson Medical Center. I was taking pre-reqs. for nursing!

Tell us about your successes after enrollment in WIOA:

I am now working as a pediatric emergency room nurse at Tucson Medical Center.

What was your goal coming to our office/program?

I was hoping for support to help complete the nursing program.

How did the program assist in you meeting your goals?

This program provided me with financial support I needed to complete the program. It was also very supportive to have an advisor to speak to every so often to see how I was doing and I felt like it held me accountable for my grades.

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

My greatest accomplishment after completing this program was becoming a nurse.

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

Yes, it did, I am now working as a nurse!

Additional comments:

Thank you for everything!

Name: S.G.

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

_Before WIOA I was staying with my mom sleeping on her couch and barely working and it was really hard trying to figure out how I would get myself out of that situation

Tell us about your successes after enrollment in WIOA:

_I have my own car and apartment I'm working a full-time job I'm able to pay my bills on time on my own now

What was your goal coming to our office/program?

_To build a career in cyber security

How did the program assist in you meeting your goals?

_ It helped me be able to study and learn what I needed to know to jump start my career

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

_ Getting my Security plus certification

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, because now my life is more stable

Name: C.E.

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

Before enrolling in the Workforce Innovation Opportunity Act (WIOA), I was a single mother to a soon-to-be 21-year-old. I've worked as a medical assistant for nearly 14 years, with my main focus being on ensuring my son completed high school and college. Now that he has graduated and is working as an electrician, I am finally in a position to pursue my own dreams and attend nursing school.

Tell us about your successes after enrollment in WIOA:

Thanks to WIOA, I was able to focus on my studies without the pressure of working a full-time job. It eased a significant amount of financial stress for both me and my family.

What was your goal coming to our office/program?

Seek out resources to support my success.

How did the program assist in you meeting your goals?

The WIOA program has been a huge help, covering everything from room and board to supplies and textbooks.

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

Passing the NCLEX, securing a job as a Registered Nurse, and being able to provide for my family.

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

This program has been incredibly beneficial to me. The financial assistance provided relieved me of the need to work a full-time job, which in turn allowed me to dedicate all my time and energy to my studies. Without this support, it would have been much harder to balance work and school, and I'm grateful for the opportunity to focus fully on achieving my goals.

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