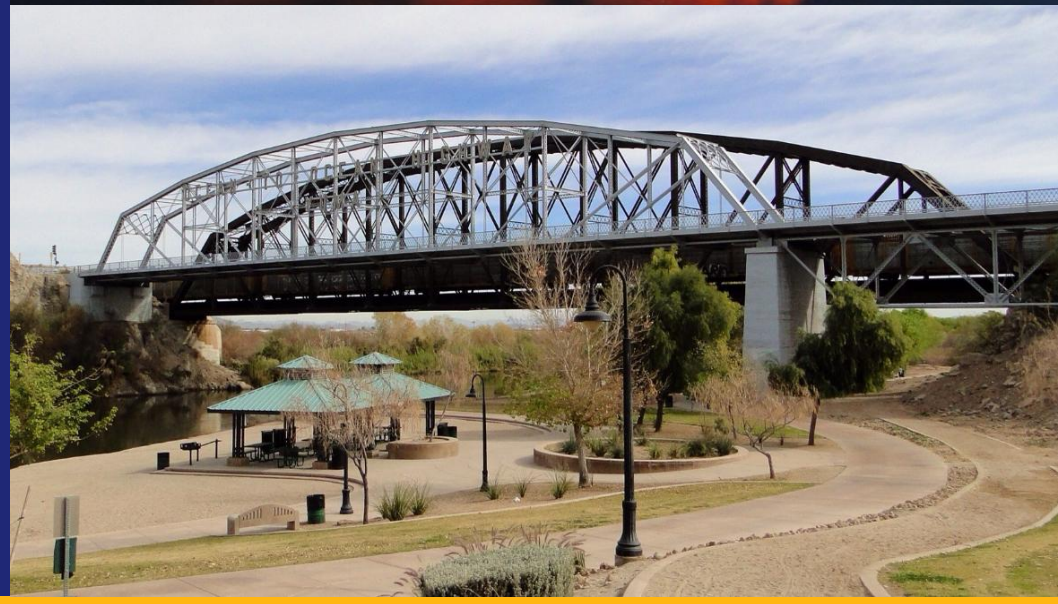
# Supporting Businesses, Local Talent & Economic Growth

Nidia Herrera
Executive Director
November 4, 2026

ARIZONA @ WORK™
YUMA COUNTY
A proud partner of the americanjobcenter network



# ARIZONA@WORK – One Workforce System

ARIZONA@WORK™ YUMA COUNTY
A proud partner of the americanjobcenter network

## Two connected goals

### Who We Are?

- We serve as the workforce development system with in State of Arizona
- Aimed to enhance the workforce development system by supporting businesses in building a skilled workforce
- Funded by the US Department of Labor under the Workforce Innovation and Opportunity Act (WIOA)

### Why Our Work Matters?

For Businesses:

- Connect employers with skilled worker
- Recruitment support
- Work Base Learning opportunities (WBL)
- Layoff Prevention
- Cost Savings – reduce training expenses

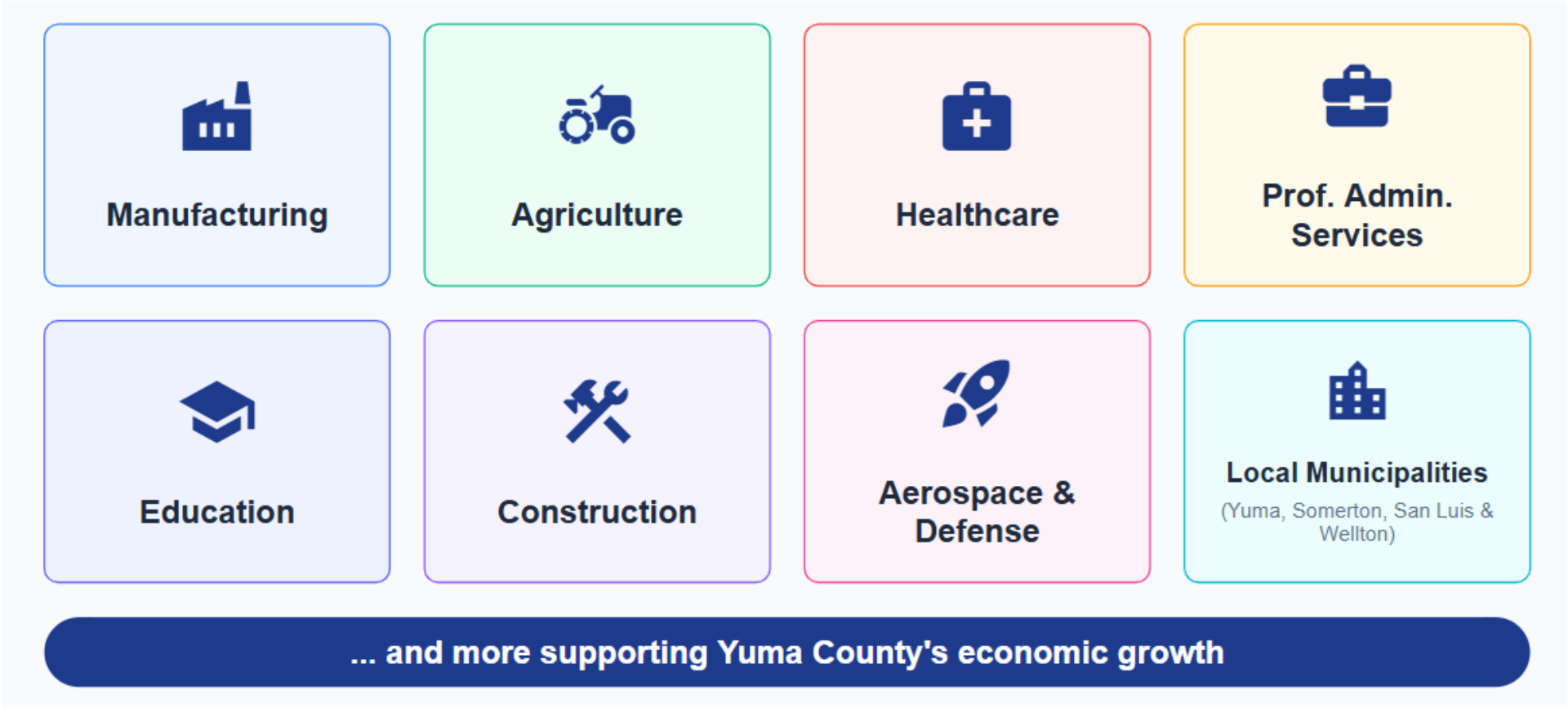
For Jobseeker:

- Connect adult, laid off workers and youth with career opportunities
- Training and pathways to employment
- Connect to Work Based Learning opportunities

**Our role: help local employers succeed while jobseekers build sustainable careers**

# High Demand Industries We Serve

ARIZONA@WORK™
YUMA COUNTY
A proud partner of the americanjobcenter network



# How We Support Businesses

ARIZONA@WORK™
YUMA COUNTY
A proud partner of the americanjobcenter network



## Business Resources

- Labor Market Information
- Layoff Aversion (Rapid Response)
- Specialized Recruitment Events
  - Job Postings
  - Hiring Events/Job Fairs
  - Candidate Matching & Pre-Screening
- WIOA Training Programs

# Labor Market Information (LMI)

ARIZONA@WORK™ YUMA COUNTY

A proud partner of the americanjobcenter network

## What is LMI?

A valuable resource providing data and insight on employment trends, wages, demographics, and economic indicators.

## Smarter Decisions

Use data for better hiring, wage setting, and understanding industry trends.

## Market Analysis

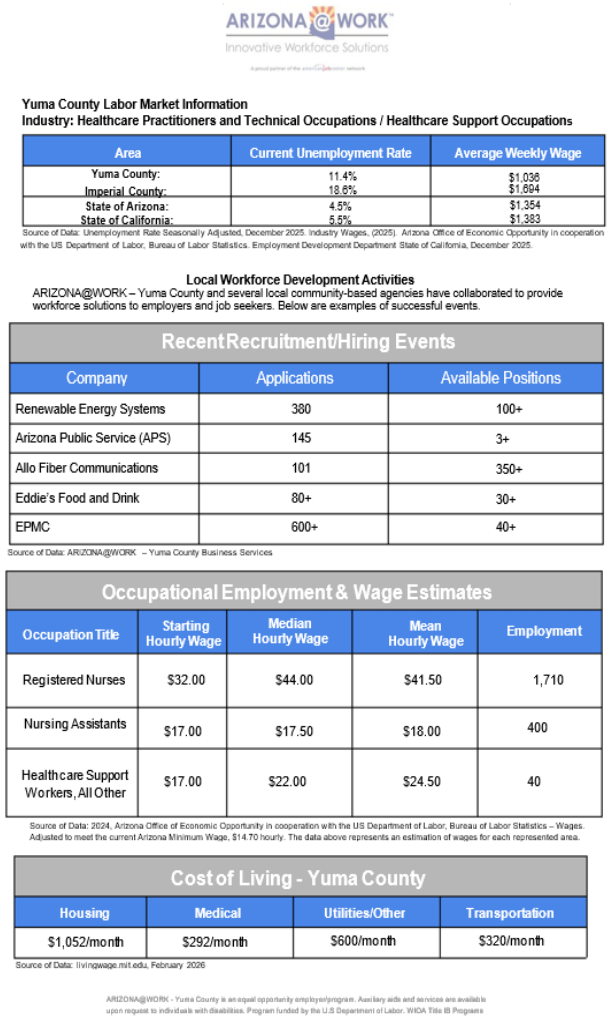
Identify local shortages vs. training gaps to decide on competitive wage adjustments.

## Employee Retention

Offer industry-matched wages and benefits to reduce turnover and keep talent.

## Strategic Planning

Identify skill gaps early and invest in training before shortages impact operations.



ARIZONA@WORK
Innovative Workforce Solutions

**Yuma County Labor Market Information**
**Industry: Healthcare Practitioners and Technical Occupations / Healthcare Support Occupations**

| Area | Current Unemployment Rate | Average Weekly Wage |
|---|---|---|
| Yuma County: | 11.4% | $1,036 |
| Imperial County: | 18.6% | $1,004 |
| State of Arizona: | 4.5% | $1,354 |
| State of California: | 5.5% | $1,383 |

Source of Data: Unemployment Rate Seasonally Adjusted, December 2025. Industry Wages, (2025). Arizona Office of Economic Opportunity in cooperation with the US Department of Labor, Bureau of Labor Statistics. Employment Development Department State of California, December 2025.

**Local Workforce Development Activities**

ARIZONA@WORK – Yuma County and several local community-based agencies have collaborated to provide workforce solutions to employers and job seekers. Below are examples of successful events.

**Recent Recruitment/Hiring Events**

| Company | Applications | Available Positions |
|---|---|---|
| Renewable Energy Systems | 380 | 100+ |
| Arizona Public Service (APS) | 145 | 3+ |
| Allo Fiber Communications | 101 | 350+ |
| Eddie's Food and Drink | 80+ | 30+ |
| EPMC | 600+ | 40+ |

Source of Data: ARIZONA@WORK – Yuma County Business Services

**Occupational Employment & Wage Estimates**

| Occupation Title | Starting Hourly Wage | Median Hourly Wage | Mean Hourly Wage | Employment |
|---|---|---|---|---|
| Registered Nurses | $32.00 | $44.00 | $41.50 | 1,710 |
| Nursing Assistants | $17.00 | $17.50 | $18.00 | 400 |
| Healthcare Support Workers, All Other | $17.00 | $22.00 | $24.50 | 40 |

Source of Data: 2024, Arizona Office of Economic Opportunity in cooperation with the US Department of Labor, Bureau of Labor Statistics – Wages. Adjusted to meet the current Arizona Minimum Wage, $14.70 hourly. The data above represents an estimation of wages for each represented area.

**Cost of Living - Yuma County**

| Housing | Medical | Utilities/Other | Transportation |
|---|---|---|---|
| $1,052/month | $292/month | $600/month | $320/month |

Source of Data: livingwage.mit.edu, February 2026

ARIZONA@WORK - Yuma County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Program funded by the U.S Department of Labor. WIOA Title IB Programs

# Business Resources

ARIZONA @WORK™
YUMA COUNTY
A proud partner of the americanjobcenter network

## What is the Difference?

### Layoff Aversion
**(Proactive Measure)**

Helps businesses prevent job losses before they happen by providing support to keep employees working.

- Reimbursement of training costs (OJT)
- Employee upskilling (IWT)
- Restructuring assistance to retain staff
- Work-share programs to stabilize operations
- Tailored Employer Workshops

VS

### Rapid Response
**(Reactive Measure)**

Supporting workers when layoffs are unavoidable.

- WIOA registration & orientation
- Resume workshops & job leads
- Unemployment insurance info
- Access to retraining opportunities
- Job fairs & employer connections
- Community agency resource linking

## Specialized Recruitments & WIOA Training Programs

### Recruit & Hire

- Job Postings
- Candidate matching
- Pre-screening
- Hiring events / Job fairs

### Work Based Learning

- On the Job training (OJT)
- Internships/Work Experience
- Registered Apprenticeships
- Incumbent Worker Training

# WIOA Training Programs

ARIZONA @WORK™ YUMA COUNTY
A proud partner of the americanjobcenter network

## On-the-Job Training (OJT)

### Strategic Hiring

Hire and train eligible workers while reducing cost of developing new employees. Pre-screened WIOA candidates who can "earn while they learn".

### Cost Offsets

- WIOA pays up to 50% of the Trainee salary for 3-6 months. (Limit: 1040 hours).
- Reimbursement up to $7000 per participant
- Annual employer cap - $40,000

**Scenario #1: 12-Week Plan**

Wage Rate: **$17.00/hr.**
Duration: **12 Weeks (40 hrs./week)**
Total Wages: **$8,160**

WIOA REIMBURSEMENT (50%)
**$4,080**

**Scenario #2: 20-Week Plan**

Wage Rate: **$17.00/hr.**
Duration: **20 Weeks (40 hrs./week)**
Total Wages: **$13,600**

WIOA REIMBURSEMENT (50%)
**$6,800**

## Internship/Work Experience

### Strategic Talent Development

Develop future talent through hands-on experience while evaluating potential employees. WIOA candidates who can "earn while they learn". At **no cost** to employer.




*Allows individuals to obtain new skills for their resumes, leading towards gainful employment.*

**Scenario Overview**

**Incentive Rate:** $15.15 / hour
**Duration:** 15 Weeks
**Weekly Commitment:** 30 Hours

**Cost Breakdown**

Total Program Value
**$6,817.50**
**Employer Pays: $0**
WIOA covers 100% of costs

# WIOA Training Programs

ARIZONA @WORK™ YUMA COUNTY
A proud partner of the americanjobcenter network

## Registered Apprentice (RA)

### Employer Retention

- Build a high skilled workforce
- Retain top workers increasing productivity
- Reduce turnover

### Cost Offsets

- WIOA reimburses up to 50% of trainee salary for 3-6 months. (Limit: 1040 hours).
- Reimbursement up to $7000 per participant
- Annual employer cap - $40,000

### RA Training Programs:

- Advanced Manufacturing
- Agriculture
- Technology
- Construction
- Education
- Financial Services
- Healthcare
- Transportation/Logistics

## Incumbent Worker Training (IWT)

### Employer Retention

- Upskilling current employees through training programs










**Key Guidelines:**

- Cost Covered: WIOA pays for training program
- Duration: Training cannot exceed 6 months
- Certification: Must result in a recognized certification/credential
- Local Demand: Occupation must be in demand
- Participation: Requires employer contribution

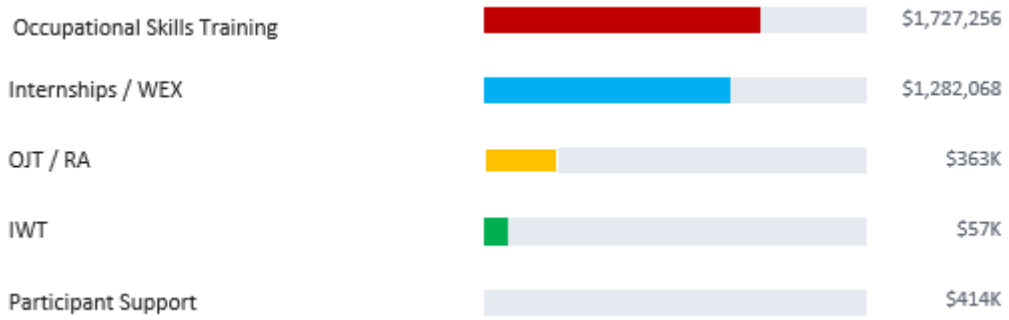
ARIZONA@WORK™ YUMA COUNTY
A proud partner of the americanjobcenter network

# WIOA Countywide Impact

## PY 25-26: Adult & Youth

| 1073 | 406 | 226 | 86 | 15 | 3.84M |
|---|---|---|---|---|---|
| **Enrollment** | **Occupational Skills Training** | **Internships/WEX** | **OJT/RA** | **IWT** | Workforce Investment |
| participants | participants | employers/participants | placements | employers/participants | |

## Planned Investment Areas




OJT = On-the-Job Training | RA = Registered Apprenticeship | IWT = Incumbent Worker Training | WEX: Work Experience

# WIOA Employer Impact

ARIZONA@WORK™ YUMA COUNTY

A proud partner of the americanjobcenter network

## **Recruitment Success:** Asadero Campas

Supported recruitment for the Yuma and Somerton operations and helped the Yuma location open schedule, by coordinating interview space, job postings, and hiring logistics. Employer used our customer service satisfaction training for new and existing staff.

- 6 Hired
- All open positions filled






## **Recruitment Success:** E&E Foods

Supported recruitment for their Alaska operations by coordinating interview.

- 25 Job Seekers Attended
- 15 Hired






## **Recruitment Success:** National Alloys

Supported recruitment for their Alaska operations by coordinating interview.

- 145 Job Seekers Attended
- 22 open positions
- 75+ Interview










# WIOA Community Impact






# WIOA Skills Training Success

## Regional Center for Border Health, Inc.
## Licensed Practical Nurse (LPN) Training

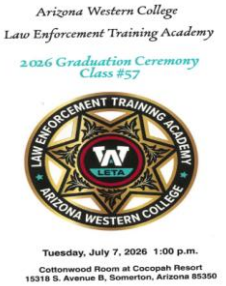
- **Enrollments:** 6
- **Graduates:** 5
- **WIOA services:** Tuition cost, classroom incentive, and support services



RCBH LPN Graduates: July 2026

## AWC Law Enforcement Training Academy (LETA)

- **Enrollments:** 3
- **Graduates:** 3
- **WIOA services:** Tuition cost, classroom incentives, and support services






AWC LETA Graduates: July 2026

ARIZONA@WORK™

YUMA COUNTY

A proud partner of the americanjobcenter network

# Thank You

## Questions?

(928)329-0990 / 7-1-1
arizonaatwork.com
bsoyuma@gmail.com
3850 W. 16th St Yuma, AZ

ARIZONA@WORK-Yuma County WIOA Title IB Adult, Dislocated Worker and Youth Programs, funded 100% by the U.S. Department of Labor. Funding amount for FY 25/26: $8,500,721.