

NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION  
PINAL COUNTY WORKFORCE DEVELOPMENT BOARD  
SUMMARY OF AGENDA FOR MEETING  
Thursday, May 15, 2025

2:00 PM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX  
CONFERENCE ROOM (1st FLOOR)  
135 N. PINAL STREET  
FLORENCE, AZ 85132

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BUSINESS BEFORE THE BOARD

- (1) Roll Call and Introductions
- (2) CONSENT AGENDA: *All items indicated by an asterisk (\*) will be handled by a single vote as part of the consent agenda, unless a Board Member, Board Staff, or member of the public objects at the time the agenda item is called.*
  - \*a. Discussion/approval/disapproval of the April 17, 2025 Pinal County Workforce Development Board Regular Meeting Minutes
  - \*b. Discussion/approval/disapproval of the recommendation for reappointment Jakob Anderson of Saint Holdings, LLC (Business Sector) to the Pinal County Workforce Development Board Term of Service: June 1, 2025 through May 31, 2027
  - \*c. Acknowledgement of Resignation of the following Pinal County Workforce Development Board Member:
    - Christina Rothlisberger (Sunlife Health) effective April 16, 2025
  - \*d. Discussion/approval/disapproval to renew the Intergovernmental Agreement with Navajo County for a shared subscription for Lightcast. Lightcast is an economic and workforce development modeling tool used by ARIZONA@WORK Pinal County to provide analysis of current and future workforce trends. Cost not to exceed \$30,000 for 2025-2026.
  - \*e. Discussion/approval/disapproval to renew the ATLAS subscription. ATLAS is a cloud based platform that allows ARIZONA@WORK Pinal County partners to refer participants amongst each other. Cost is approximately \$14,000.
  - \*f. Discussion/approval/disapproval to renew the BluDot subscription. BluDot is a cloud based platform used to support the business service team organize local businesses based on industry type, geographic area, and employer engagement activities. Cost is approximately \$11,000.
  - \*g. Discussion/approval/disapproval of the Memorandum of Understanding between the City of Coolidge through the Coolidge Public Library and Pinal County through the Pinal County Workforce Development Board to establish the Coolidge Public Library as a access point for the ARIZONA@WORK Pinal County system and services.

\*h. Discussion/approval/disapproval of the Partner Program Reports:

- Youth Program
- One Stop Operator

- (3) Discussion/approval/disapproval of the Pinal County Workforce Development Board Budget Report
- (4) Board Chair Report
- (5) Operations Report
- (6) Discussion Only: Strategic Planning Preparation
- (7) Presentation: Arizona Early Childhood Apprenticeship Pathway Project. (Barbara Milner –Central Arizona College)
- (8) Presentation: Adult/Dislocated Worker Program Report (Aaron Moon, Eckerd)
- (9) Call to Public -

Consideration and discussion of comments from the public. Those wishing to address the Pinal County Workforce Development Board need not request permission in advance. Action taken as a result of public comment will be limited to directing staff to study the matter or rescheduling the matter for further consideration and decision at a later date.

Pursuant to A.R.S. 38-431.02(H), the public will have access to the meeting place fifteen (15) minutes prior to the start of the meeting.

ZOOM MEETING JOINING INFORMATION: Join Zoom Meeting

<https://us02web.zoom.us/j/87575965845?pwd=cJxCrjBemDbTvbLvKG5ZgpMl1AnKGy.1> Meeting ID:

875 7596 5845 Passcode: 105888 --- One tap mobile +16694449171,,87575965845#,,, \*105888# US

+16699009128,,87575965845#,,, \*105888# US (San Jose) Dial by your location 1 669 444 9171 US 1 669 900 9128 US (San Jose)

Posted on the 12th day of May around 2:30 PM

ADJOURNMENT

**(SUPPORTING DOCUMENTS ARE AVAILABLE AT THE WORKFORCE DEVELOPMENT OFFICE)**

In accordance with the requirement of Title II of the Americans with Disabilities Act (ADA), the Pinal County Workforce Development Board does not discriminate against qualified individuals with disabilities admission to public meetings. If you need accommodation for a meeting, please contact the Workforce Development Office at (520)866-6227, at least (3) three business days prior to the meeting (not including weekends or holidays) so that your request may be accommodated.



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

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REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

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**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Roll Call and Introductions

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**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

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**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

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**MOTION:**

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**ATTACHMENTS**



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Consent Agenda

**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

**MOTION:**

**ATTACHMENTS**

**ATTACHMENTS:**

	Description
<input type="checkbox"/>	Meeting Minutes 4.17.25
<input type="checkbox"/>	Recommendation Letter for Jakob Andersen
<input type="checkbox"/>	IGA Lightcast and Navajo County 2025
<input type="checkbox"/>	MOU Pinal County and the City of Coolidge
<input type="checkbox"/>	Youth Program Report
<input type="checkbox"/>	One Stop Operator Report



**NOTICE OF PUBLIC MEETING PINAL COUNTY WORKFORCE DEVELOPMENT BOARD ACTION LEGAL  
 SUMMARY**

**Thursday, April 17, 2025**

**2:00 PM - CALL TO ORDER**

**PINAL COUNTY ADMINISTRATIVE COMPLEX CONFERENCE ROOM (1<sup>st</sup> FLOOR)**

**135 N. PINAL STREET**

**FLORENCE, AZ 85132**

**1. Roll Call and Introductions**

Meeting called to order at 2:00 PM

<p><b><u>Members Present:</u></b></p> <ol style="list-style-type: none"> <li>1. Harold Christ</li> <li>2. Jakob Andersen (Zoom)</li> <li>3. Andrew Clegg (Zoom)</li> <li>4. Mike Cruz</li> <li>5. Joel Villegas</li> <li>6. Mary Fleck (Zoom)</li> <li>7. Jack Beveridge (Zoom)</li> <li>8. Sean Salveson</li> <li>9. Wallin Gustin (Zoom)</li> <li>10. Stacey Rich (Zoom)</li> <li>11. Susan Aguilar</li> <li>12. Brian Stoner</li> </ol> <p><b>Quorum Met</b></p>	<p><b><u>Members Absent:</u></b></p> <ol style="list-style-type: none"> <li>1. Logen Kelly</li> <li>2. Lynn Parsons</li> <li>3. Todd Thomas</li> <li>4. Joshua Paine</li> <li>5. Bryan Seppala</li> <li>6. Jim Garrett</li> <li>7. Samuel Kolapo</li> <li>8. Solomon Galyon</li> <li>9. Richard Wilkie</li> <li>10. Erica Ballesteros</li> </ol> <p><b><u>Staff Present:</u></b></p> <ul style="list-style-type: none"> <li>• Joel Millman</li> <li>• Carrie Fike</li> <li>• Shannon McHenry</li> <li>• Laura Loiacono</li> <li>• Kaeden Peterson</li> </ul>
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2. **CONSENT AGENDA** :*All items indicated by an asterisk (\*) will be handled by a single vote as part of the consent agenda, unless a Board Member, Board Staff, or member of the public objects at the time the agenda item is called.*

- **\*a. Discussion/approval/disapproval** of the March 20, 2025 Pinal County Workforce Development Board Regular Meeting Minutes
- **\*b. Discussion/approval/disapproval** of the renewal of the Pinal County Workforce Development Board membership in the National Association of Workforce Boards. Cost of renewal is \$1,000 and runs from July 1, 2025 to June 30, 2026.

**Motion Entered in by:** Michael Cruz

**Second by:** Jack Beveridge

**Item Action:** Approved

3. **Discussion/approval/disapproval** of the selection of EDSI as the consulting firm to work with the Pinal County Workforce Development Board to guide the board's transformation from an operational to a strategic body. Using the existing [PCWDB Strategic Plan](#), the goal is to leverage this plan to enhance the PCWDB's impact on the local workforce ecosystem and strengthen its leadership role in supporting Pinal County's economic development. EDSI's proposal is in the amount of \$49,979.

Harold Christ gave a brief update of the board's previous discussion to use EDSI as the consulting firm to work with PCWDB and asked for a motion to approve.

**Motion Entered in by:** Andrew Clegg

**Second by:** Wallin Gustin

**Item Action:** Approved

4. **Discussion/approval/disapproval** of the Pinal County Workforce Development Board Budget Report

Carrie Fike presented the monthly Pinal County Workforce Development Board Budget Report

**Motion Entered in by:** Sean Salvesson

**Second by:** Joel Villegas

**Item Action:** Approved

5. **Board Chair Report**

Harold Christ introduced Brian Stoner, the newest member of the board. Brian shared his background in aviation, including his time as a crew chief on F-16s in the Air Force. He discussed his recent move to E-Cube, a company that provides storage, maintenance, and transition services for mainly airliners. Harold Christ opened discussion to Michael Cruz, Sean Salvesson, and Andrew Clegg who attended the National Association Workforce Boards 2025 Forum/Advocacy Day to share their experiences. They met with congressional representatives to discuss the importance of Workforce Innovation Opportunity Act and workforce development in Pinal County. The team

found the experience enlightening and gained new perspectives on how to better engage employers and support workforce programs.

**Item Action: Information Only**

## 6. Operations Report

- **Rapid Response:** Joel Millman provided an update on the ongoing Rapid Response initiative in response to the Nicola Layoff, which has impacted over 800 employees. The initiative involves a series of events in collaboration with ARIZONA@WORK, City of Phoenix and ARIZONA@WORK Maricopa County. The next event is scheduled for April 25th at Eloy City Hall, with 13 employers and 105 registered attendees to date.
- **Update on Board Management Tools:** Shannon McHenry updated members that one demonstration has been completed, with plans for two more. Shannon requested one to two members to participate in the upcoming demonstrations.
- **Officer Elections:** Joel Millman to reconvene the nomination and election process for board officers at the May meeting after consulting with the Pinal County Attorney's Office and the Pinal County Clerk of the Board's Office.

**Item Action: Information Only**

## 7. Information Only: National Association Workforce Boards 2025 Forum/Advocacy Day Briefing

Information discussed as part of the Board Chair Report.

**Item Action: Information Only**

## 8. Call to the Public

Joel Millman discussed the upcoming Central Arizona Regional Workforce Forum Series on May 29th, inviting board members to participate.

**Item Action: Public Comment**

## 9. Adjournment

**Motion Entered in by:** Sean Salvesson

**Second by:** Mike Cruz

**Adjourned 2:47pm**



In accordance with **Article VII-Terms of Office** of the Pinal County Workforce Development Board By-Laws, the individual(s) below were recommended for appointment to sit on the Pinal County Workforce Development Board.

- **Jackob Andersen, Saint Holdings, LLC (Business Sector)**  
Term: **6/01/2025-5/31/2027**

Harold Christ

ARIZONA@WORK Pinal County Chair

ARIZONA@WORK Pinal County Chair (Signature/Date)

Stephen Q. Miller

Pinal County Board of Supervisors Chairman (Print)

Pinal County Board of Supervisors Chairman (Signature/Date)

**INTERGOVERNMENTAL AGREEMENT  
FOR ONLINE ECONOMIC/WORKFORCE MODELING TOOL SUBSCRIPTION SERVICES  
between  
PINAL COUNTY  
and  
NAVAJO COUNTY AS CHIEF ELECTED OFFICIAL FOR  
THE NORTHEASTERN ARIZONA LOCAL WORKFORCE DEVELOPMENT BOARD**

This Intergovernmental Agreement for Online Economic/Workforce Modeling Tool Subscription Services (“**Agreement**”) is entered into pursuant to A.R.S. §§ 11-951 et seq. by and between **PINAL COUNTY**, a political subdivision of the State of Arizona, by and through the Pinal County Economic and Workforce Development Department (“**Pinal County**”) and **NAVAJO COUNTY**, a political subdivision of the State of Arizona, as the Chief Elected Official for the Northeastern Arizona Local Workforce Development Board (“**Navajo County**”) for the provision and acquisition of online economic and workforce development modeling tool subscription services. **Pinal County** and **Navajo County** are sometimes referred to herein individually as a “**Party**” and collectively as the “**Parties**.”

**RECITALS**

**WHEREAS**, Pinal County and Navajo County may contract for services and enter into agreements with one another for joint or cooperative action pursuant to A.R.S. §§ 11-951 *et seq.*; and,

**WHEREAS**, pursuant to by A.R.S. §§ 11-591 et seq. Pinal County has established the Pinal County Economic and Workforce Development Department, which includes personnel qualified and appointed to perform the duties of the Department; and,

**WHEREAS**, both Parties desire to efficiently share available resources in providing necessary tools to assist in the analyzing of each county’s economic and workforce landscape; and,

**WHEREAS**, both Parties agree to the value of timely and nationally recognized data sets bring to the economic and workforce efforts of each; and,

**WHEREAS**, the Parties to this Agreement have determined it is cost effective to equally share subscription services and associated costs for online economic and workforce development subscription services; and,

**WHEREAS**, Pinal County and Navajo County desire to enter into this Agreement for joint and cooperative action whereby the cost and available licenses for access will be equally shared by both Parties.

**AGREEMENT**

**NOW THEREFORE**, Pinal County and Navajo County, pursuant to the above, and in consideration of the matters and things hereinafter set forth, do mutually agree as follows:

- 1. PURPOSE AND INTENT.** The purpose of this Agreement is to set forth the financial and access parameters of shared subscription services for equal access to the use of an agreed upon online economic and workforce development modeling tool between Pinal County and Navajo County, and to address legal and administrative matters among the Parties.
- 2. TERM, TERMINATION, AND EXTENSION.**
  - A. Term.** Unless terminated as otherwise provided in this Agreement, this Agreement shall become effective on the 1st day of May, 2024 and shall remain in effect for one (1) year thereafter unless otherwise terminated or extended as provided herein. Thereafter this Agreement will automatically renew annually for up to five (5) supplemental one-year terms with the final term ending April 30, 2030.

**B. Termination.** Either Party may terminate this Agreement, with or without cause, by providing sixty (60) days advance written notice of termination to the other Party.

**C. Extension.** The Parties, by mutual written agreement, may extend this Agreement at any time.

### **3. MUTUAL OBLIGATIONS.**

**A. Under this Agreement, Pinal County agrees to:**

1. An equal share of an agreed upon subscription to an agreed upon online economic and workforce development modeling tool;
2. Reimburse Navajo County based on an agreed upon payment schedule for exactly one-half of the subscription cost for equal access to establish online accounts with the agreed upon tool; and
3. Provide a billing/invoice contact to Navajo County for any necessary correspondence pursuant to this Agreement.

**B. Under this Agreement, Navajo County agrees to:**

1. Serve as the fiscal agent and administrator of the subscription;
2. Recognize Pinal County as an equal “owner” of such subscription;
3. Invoice Pinal County based on an agreed upon payment schedule for exactly one-half of the subscription cost for equal access to establish online accounts with the agreed upon tool; and
4. Provide a billing/invoice contact to Pinal County for any necessary correspondence pursuant to this Agreement.

**4. BILLING AND PAYMENT.** Billing, invoicing and payment of costs arising out of this Agreement shall be administered according to the schedule provided in **Exhibit “A.”**

**5. SUPERVISION, EQUIPMENT AND MATERIALS.** No employee, agent, or servant of a Party shall be deemed to be an employee, agent, or servant of the other Party. Each Party will be solely and entirely responsible for its acts and the acts of its employees, agents, servants, subcontractors, and volunteers during the performance of this Agreement. Pinal County shall have sole supervisory authority over Pinal County personnel, operations, services, property, facilities and materials; and Navajo County shall have sole supervisory authority over Navajo County personnel, operations and property.

**6. PROPERTY DISPOSITION CLAUSE.** The Parties do not anticipate the joint acquisition of property attributable to the exercise of each Party’s duties and obligations pursuant to this Agreement. Any property acquired during the term of this Agreement shall be returned to the purchasing Party no more than thirty (30) calendar days from the effective date of partial or complete termination of this Agreement.

**7. OPEN COMMUNICATIONS.** Pinal County and Navajo County shall maintain open communications between each Party’s designated point of contact [“POC”] (listed in **Paragraph 10.A** below) to ensure the agreed upon performances are provided and maintained throughout the term of this Agreement. Parties shall maintain open communication regarding needs arising out of this Agreement.

**8. INSURANCE.** Each Party acknowledges and affirms that it has appropriate and adequate insurance coverage for its official operations, duties and activities, and that it will maintain such coverage, at its own expense, for the duration of this Agreement.

### **9. INDEMNIFICATION.**

**A.** To the maximum extent permitted by law, each Party (as “Indemnitor”) agrees to indemnify, defend and hold harmless the other Party, its officers, officials, agents, employees, or volunteers from and against any and all claims, losses, liability, costs or expenses (including reasonable attorney’s fees) (hereinafter collectively

referred to as “Claims”) arising out of actions taken in performance of this Agreement to the extent that such Claims are caused by the acts, omissions, negligence, misconduct, or other fault of the Indemnitor, its officers, officials, agents, employees, or volunteers. If a Claim or Claims by third parties becomes subject to this Section, the Parties to this Agreement that are the subject of the Claim or Claims shall expeditiously meet to agree upon a common and mutual defense pursuant to Subsection (B) below, including proportionate liability and proportionate payment of litigation fees, expenses and damages.

**B.** The Parties when involved in a Claim or Claims brought by a third-party have a common interest in a coordinated defense in any lawsuit. In the absence of a conflict and to the extent applicable, the Parties agree to have one lawyer jointly represent the defendants in the lawsuit. To the extent applicable, the Parties agree to abide by the Memorandum of Understanding Regarding Joint Defense (“MOU”) between the Arizona Counties Insurance Pool (“ACIP”) and the Arizona Municipal Risk Retention Pool (“AMRRP”). If applicable, each Party acknowledges that it has received a copy of the MOU from either ACIP or AMRRP.

**C.** The obligations under this Section shall survive the termination of this Agreement.

## **10. MISCELLANEOUS.**

**A.** Notices. All notices to the other Party required under this Agreement shall be in writing and sent to the following personnel:

**If to Navajo County/Northeastern Arizona LWDB:**

**Jeremy Flowers**

Name

**WIOA Executive Director**

Title

**Northeastern Arizona LWDB**

Department

**180 N. 9<sup>th</sup> Street**

Address

**Show Low, AZ 85901**

City, State, ZIP

**If to Pinal County:**

**Joel Millman, Director**

Name

**ARIZONA@WORK Pinal County**

Department

**135 N. Pinal Street**

Address

**Florence, AZ 85132**

City, State, ZIP

**B.** Authority to Execute. The individuals executing this Agreement on behalf of the Parties hereto represent that they have authority to execute this Agreement on behalf of such Parties, and represent that upon execution, this Agreement shall be binding and no further action is or shall be necessary to make this Agreement enforceable in its entirety.

**C. Modification.** This Agreement shall not be modified or extended except by a mutually signed written agreement.

**D. Relationship of the Parties.** Each Party shall act in its individual capacity and not as an agent, employee, partner, joint venturer, associate, or any other representative capacity of the other Party. Each Party shall be solely and entirely responsible for its acts or acts of its agents and employees during the performance of this



Agreement. This Agreement shall not be construed to imply authority to perform any tasks, or accept any responsibility, not expressly set forth herein. This Agreement shall be strictly construed against the creation of a duty or responsibility unless the intention to do so is clearly and unambiguously set forth herein. Nothing contained in this Agreement confers any right to any person or entity not a Party to this Agreement.

- E. Waiver.** The failure of either Party to insist in any one or more instances on performance of any of the terms or conditions of this Agreement or to exercise any right or privilege contained herein shall not be considered as thereafter waiving such terms, conditions, rights or privileges, and they shall remain in full force and effect.
- F. Governing Law and Venue.** To the maximum extent possible, terms and conditions of this Agreement shall be governed by and interpreted in accordance with the laws and regulations of the State of Arizona. Any action relating to this Agreement shall be brought in an Arizona court in Pinal County provided that nothing herein shall be interpreted as an express or implied waiver of either Party's applicable immunity(ies).
- G. Interparty Dispute Resolution.** If a dispute between the Parties arises out of or relates to this Agreement, and if the dispute cannot be settled through negotiation within sixty (60) days, the Parties agree first to try in good faith to resolve the dispute by mediation before resorting to litigation. The Parties shall mutually agree upon a mediator. Each Party agrees to bear its own costs of mediation, and to split the mediator fee. If mediation fails, any claim or action arising out of this Agreement shall be brought in the Navajo County Superior Court in Holbrook, Arizona.
- H. Non-assignment.** This Agreement has been entered into based upon the personal reputation, expertise and qualifications of the Parties. Neither Party shall assign its interest in this Agreement, in whole or in part, without the prior written consent of the other Party. Neither Party shall assign any monies due or to become due to it hereunder without the prior written consent of the other Party.
- I. Entire Agreement.** This Agreement represents the entire agreement between the Parties and supersedes all prior negotiations, representations or agreements, either expressed or implied, written or oral. It is mutually understood and agreed that no alteration or variation of the terms and conditions of this Agreement shall be valid unless made in writing and signed by the Parties.
- J. Severability.** If any part, term or provision of this Agreement shall be held illegal, unenforceable or in conflict with any law, the validity of the remaining portions and provisions hereof shall not be affected.
- K. Conflicts of Interest.** The pertinent provisions of A.R.S. § 38-511 relating to cancellation of contracts due to conflicts of interest shall apply to this Agreement.
- L. Other Duties Imposed by Law.** Nothing in this Agreement shall be construed as relieving the involved public agencies of any obligation or responsibility imposed on it by law.
- M. Compliance with Laws and Policies.** The Parties shall comply with all applicable federal, state and local laws, rules, regulations, standards and Executive Orders, without limitation to those designated within this Agreement.
- N. No Joint Venture.** It is not intended by this Agreement to, and nothing contained in this Agreement shall, be construed to, create any partnership, joint venture or employment relationship between the Parties or create any employer-employee relationship between the Parties' employees.
- O. No Third Party Beneficiaries.** Nothing in this Agreement is intended to create duties or obligations to or rights in third parties not Parties to this Agreement or affect the legal liability of either Party to this Agreement by imposing any standard of care with respect to the maintenance of public facilities different from the standard of care imposed by law.

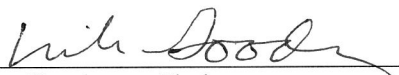


- P. Headings.** The section headings throughout this Agreement shall not be used in the construction or interpretation hereof as they have no substantive effect and are for convenience only.
- Q. Non-Appropriation.** Notwithstanding any other provision in this Agreement, this Agreement may be terminated if for any reason either Party does not appropriate sufficient monies for the purpose of this Agreement.
- R. Maintaining this Agreement.** In the event of cancellation of this Agreement, the canceling Party shall have no further obligation other than for payment for services rendered prior to cancellation.
- S. Uncontrollable Events.** No Party shall be considered to be in default in the performance of any obligations under this Agreement (other than obligations of a Party to pay costs and expenses) if failure of performance is due to an uncontrollable event. The term "uncontrollable event" means any cause beyond the control of the Party affected, including but not limited to flood, earthquake, storm, fire, epidemic, war, riot, civil disturbance or disobedience, labor dispute, and action or non-action by or failure to obtain the necessary authorizations or approvals from any governmental agency or authority or the electorate, labor or material shortage, sabotage and restraint by court order or public authority, that by exercise of due diligence and foresight the Party reasonably could not have been expected to avoid and that by exercise of due diligence it will be unable to overcome. A Party that is rendered unable to fulfill any obligation by reason of an uncontrollable event shall exercise due diligence to remove such inability with all reasonable dispatch.
- T. Counterparts.** This Agreement may be signed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

#### APPROVALS

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by the following duly authorized representatives:

**PINAL COUNTY:**

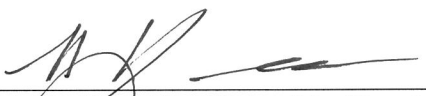
By:   
Mike Goodman, Chairman  
Pinal County Board of Supervisors  
06/05/2024  
Date

**NAVAJO COUNTY:**

By: \_\_\_\_\_  
Jason Whiting, Chair  
Navajo County Board of Supervisors  
\_\_\_\_\_  
Date

By: \_\_\_\_\_  
David Miller, Chair  
Northeastern Arizona Local Workforce  
\_\_\_\_\_  
Date

**ATTEST:**

  
\_\_\_\_\_  
Natasha Kennedy, Clerk of the Board


**ATTEST:**

\_\_\_\_\_  
Clerk of the Board

### Legal Review

The foregoing Intergovernmental Agreement has been reviewed by the undersigned attorneys who have determined that this Agreement is in proper form and is within the powers and authority of granted under the laws of the State of Arizona to each party.

#### PINAL COUNTY:

By:   
Christopher C. Keller  
Print Name  
Deputy Pinal County Attorney

#### NAVAJO COUNTY:

By: \_\_\_\_\_  
Jason Moore  
Print Name  
Deputy Navajo County Attorney

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- T. Counterparts.** This Agreement may be signed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

#### APPROVALS

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by the following duly authorized representatives:

#### PINAL COUNTY:

By: \_\_\_\_\_  
Mike Goodman, Chairman  
Pinal County Board of Supervisors

\_\_\_\_\_  
Date

#### ATTEST:

\_\_\_\_\_  
Natasha Kennedy, Clerk of the Board

#### NAVAJO COUNTY:

By: \_\_\_\_\_  
Jason Whiting, Chair  
Navajo County Board of Supervisors

Sept. 10, 2014  
\_\_\_\_\_  
Date

By: \_\_\_\_\_  
David Miller, Chair  
Northeastern Arizona Local Workforce

9-25-24  
\_\_\_\_\_  
Date

#### ATTEST:

\_\_\_\_\_  
Melissa W. Buckley  
Clerk of the Board

#### Legal Review

The foregoing Intergovernmental Agreement has been reviewed by the undersigned attorneys who have determined that this Agreement is in proper form and is within the powers and authority of granted under the laws of the State of Arizona to each party.

**PINAL COUNTY:**

By: \_\_\_\_\_

\_\_\_\_\_  
Print Name

Deputy Pinal County Attorney

**NAVAJO COUNTY:**

By: \_\_\_\_\_

  
Jason Moore

\_\_\_\_\_  
Print Name

Deputy Navajo County Attorney

**Exhibit A**  
**Payment Schedule**

Navajo County will invoice Pinal County for its proportionate share of subscription costs as follows:

Invoice will be submitted to Pinal County within 30 days of Navajo County remitting a payment to Lightcast, or other agreed upon provider, and shall be paid by Pinal County within 30 days of receipt of invoice from Navajo County.

## MEMORANDUM OF UNDERSTANDING FOR CAREER SERVICES BETWEEN PINAL COUNTY AND THE COOLIDGE PUBLIC LIBRARY

This Memorandum of Understanding is made between the **City of Coolidge** through the **Coolidge Public Library** (hereinafter referred to as "Coolidge Public Library") and Pinal County through the ARIZONA@WORK Pinal County Workforce Development Board (hereinafter referred to as "**COUNTY**"). **COUNTY** and **the Coolidge Public Library** may each be referred to individually as a "Party" and collectively as the "Parties".

### RECITALS

**WHEREAS**, the Parties desire to establish a local Access Point in Pinal County. Under the Workforce Innovation and Opportunity Act, the "Access Point" model consists of local entities/organizations and/or businesses where job search services can be provided, assisted by trained individuals who connect them to the ARIZONA@WORK Pinal County and Arizona Job Connection (AJC) websites; and,

**WHEREAS**, the Coolidge Public Library is a place where people can go to look for jobs, assisted by trained individuals who connect them to the One-Stop System via computer and direct referrals; and,

**WHEREAS**, **COUNTY** has professional staff who desire to provide a variety of workforce development services, which include Career Development, Job Referrals, Resume Assistance, Job Matching, Assistance with Unemployment Claims, and Career Readiness Workshops.

### AGREEMENT

**I. TERM.** Based upon appropriate funding, this MOU's initial term is effective on **[Enter Date]**, and will continue through **[Enter Date]**. Thereafter, this MOU will automatically renew annually for up to five (5) supplemental one-year terms with the final term ending **[Enter Date]**, unless sooner terminated or further extended.

#### **II. COOPERATION OF THE PARTIES.**

1. **COUNTY** and the **Coolidge Public Library** agree to work together and cooperate with each other to provide job search related services to the citizens of Pinal County.

2. County agrees to provide **the Coolidge Public Library** with:

- a. Access to employment resources;
- b. Training to help job seekers with job search activities;
- c. Personal contacts in and connections to the ARIZONA@WORK Pinal County Job Centers, staff, and key partners;

- d. Inspection of the locations and signage or location;
- e. Informational supplies;
- f. Itinerant service delivery as a mutually agreed upon schedule;
- g. A desktop icon for computers associated with workforce development services that connects job seekers with access to electronic information and services; and
- h. Desk aids to enhance the user experience and effectiveness of job seekers accessing services via technology.

3. The Coolidge Public Library agrees to:

- a. Host a publicly accessible Access Point consisting of a computer with internet access and Point of Contact trained by workforce system staff.
- b. Help job seekers as needed and staff is available;
- c. Publicize ARIZONA@WORK Pinal County services to the Access Point's community;
- d. Send staff to initial training;
- e. Assure that it will take reasonable precautions to ensure hardware, software, and/or other equipment remain secure and in good repair;
- f. Abide by all applicable federal, state and local laws; and
- g. Refer customers to the ARIZONA@WORK Pinal County as needed.
- h. Adequate, agreed upon space to provide in-person services in a secure area where confidential information may be discussed.

### **III. GENERAL PROVISIONS.**

1. **Compliance with the Law.** The Parties agree to comply with all applicable Federal, State, and local laws, rules, regulations, standards and Executive Orders, without limitation to those referenced within this MOU.
2. **Mutual Termination.** This MOU may be terminated, extended, amended, or supplemented in writing by mutual consent of both Parties.
3. **Insurance:** The Parties shall maintain appropriate insurance. Certificates of Insurance shall be provided to a Party upon request.
4. **Mutual Indemnification:** To the maximum extent permitted by law, each Party (as "Indemnitor") agrees to indemnify, defend and hold harmless the other Party, its officers, officials, agents, employees, or volunteers from and against any and all claims, losses, liability, costs or expenses (including reasonable attorney's fees) (hereinafter collectively referred to as "Claims") arising out of actions taken in performance of this MOU to the extent that such Claims are caused by the acts, omissions, negligence, misconduct, or other fault of the Indemnitor, its officers, officials, agents, employees, or volunteers.
5. **Relationship of Parties:** Nothing contained in this MOU shall be deemed or construed as creating a joint venture, partnership, agency, employment or fiduciary relationship between

the Parties. The Parties' representatives shall not be considered employees of the other Party, and neither Party's personnel will, by virtue of this MOU, be entitled or eligible, by reason of this MOU, to participate in any benefits or privileges given or extended by the other Party to its employees. Neither Party shall be liable for any debts, accounts, obligations or other liabilities whatsoever of the other, including (without limitation) the other Party's obligation to withhold Social Security and income taxes for itself or any of its employees.

6. **Property Disposition Clause.** Any property acquired during the term of this MOU shall be returned to the purchasing Party no more than thirty (30) calendar days from the effective date of partial or complete termination of this MOU.
7. **Non-Discrimination.** The Parties agree to comply with the Office of the Arizona Governor Executive Order 2009-09, which mandates that all persons, regardless of race, color, religion, sex, age, national origin, or political affiliation, shall have equal access to employment opportunities, and all other applicable federal and state employment laws, rules and regulations, including the Americans with Disabilities Act. The Parties shall take affirmative action to ensure that applicants for employment and employees are not discriminated against due to race, creed, color, religion, sex, national origin, or disability.
8. **Americans with Disabilities Act.** The Parties agree to comply with all applicable provisions of the Americans with Disabilities Act (Pub. L. 101-336, 42 U.S.C. §§ 12101-12213) and all applicable federal regulations under the Act, including 28 CFR Parts 35 and 36.
9. **Veteran's Priority Provisions.** Programs funded by the U.S. Department of Labor are subject to the provisions of the "Jobs for Veterans Act: (JVA), Public Law 107-288 (38- USC 4215). The JVA provides priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services. Please note that to obtain priority of service; a veteran must meet the program's eligibility requirements. Training and Employment Guidance Letter No. 10-09 (November, 10, 2009) provides general guidance on the scope of the veterans priority statute and its effect on current employment and training programs. In addition to the TEGL, Training and Employment Notice (TEN) 15-10 (November 10, 2010) provides protocol for implementing Priority of Service regulations for Veterans and eligible spouses. In addition, the states are required to provide assurances that they will comply with the Veterans' Priority Provisions established by the Jobs for Veterans Act (38 USC 4215). States are bound by their approved state plans.
10. **Workers' Compensation.** Each Party agrees to comply with the notice of A.R.S. § 23-1022(E). For purposes of A.R.S. § 23-1022, irrespective of the operations protocol in place, each Party is solely responsible for the payment of Workers' Compensation benefits for its employees.



11. **Notice.** Notices under this MOUS should be sent certified mail, postage prepaid to the following addresses:

**COUNTY:**

ARIZONA@WORK Pinal County  
PO Box 827  
Florence, Arizona 85132

**Coolidge Public Library:**

160 W. Central Ave.  
Coolidge, AZ 85128

Or to such other addresses as the Parties may officially designate in writing.

**APPROVALS**

**IN WITNESS WHEREOF**, the Parties have caused this MOU to be executed and have affixed their signatures to this MOU on the date written below.

**The PCBOS:** Pinal County Board of Supervisors

\_\_\_\_\_  
Steven Miller, Chairman

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Natasha Kennedy, Clerk of the Board  
Pinal County Board of Supervisors

Date: \_\_\_\_\_

**The Coolidge Public Library:**

  
Jon Thompson, Mayor

Date: 3/13/25

**APPROVED AS TO FORM:**

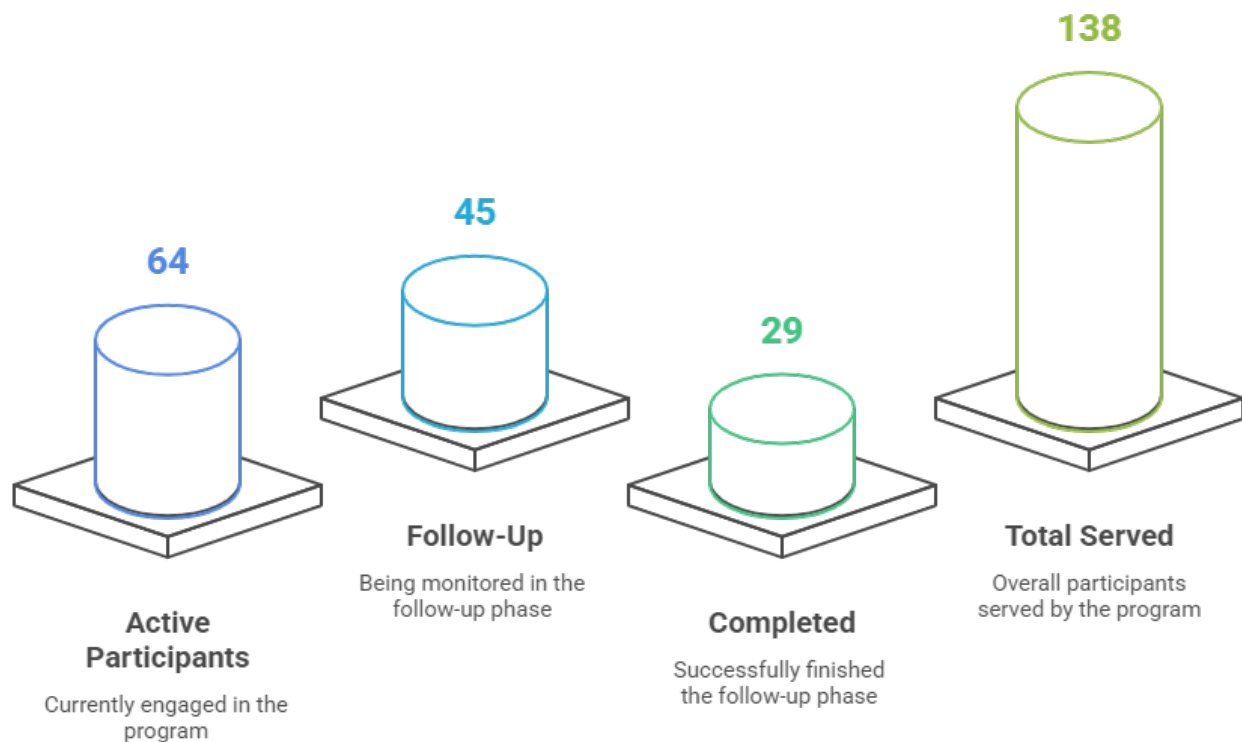
\_\_\_\_\_  
Pinal County Attorney's Office

Date: \_\_\_\_\_

May 15, 2025

## Youth Program Report

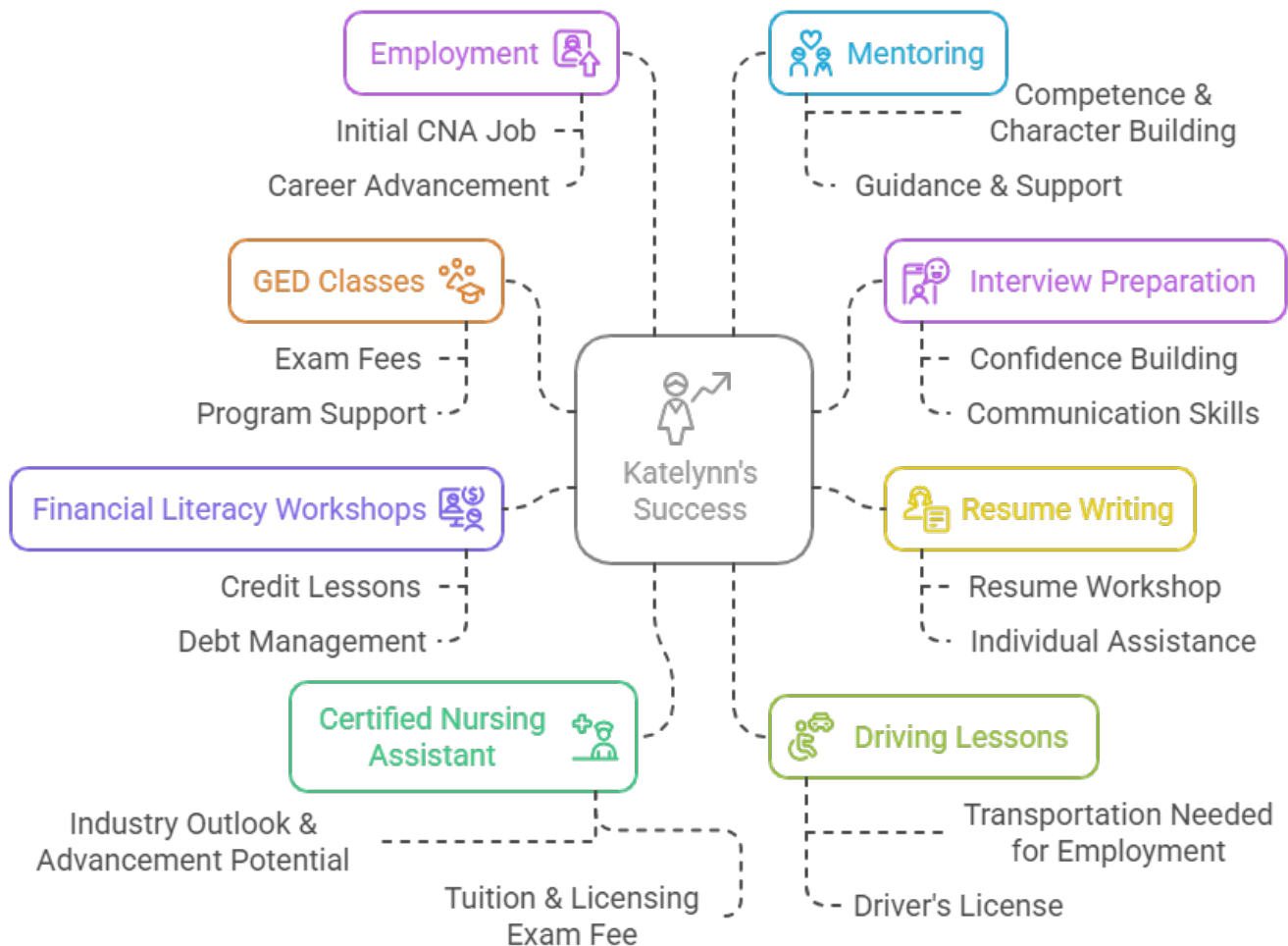
### Updated Program Statistics



### Success Story

When Katelynn first joined our youth program, she had recently dropped out of high school and was working at Wendy's. She faced significant barriers, including a lack of a driver's license and the responsibilities of parenting.

## Katelynn's Journey to Success



Despite facing numerous challenges, she leveraged the resources and support provided by the youth program to build a brighter future for herself and her family. Katelynn's journey with our program was marked by her active participation and determination to improve her life. She secured an initial job as a CNA and at the time of exit had advanced to a position earning \$22 an hour. Her journey underscores the importance of perseverance and the impact of comprehensive support systems in helping individuals achieve their goals.

Enhancing Community and Youth Development



## Financial Literacy Series

The Youth Program hosts small-group Financial Literacy series covering topics like budgeting, priority setting, debt, and credit building and recovery.

## Culture & Community Health Fair

This event brought together community members, local organizations, and health professionals to provide resources, information, and activities that support the well-being and cultural enrichment of the community.

## Copper Corridor Attainment

The youth program recently joined this collaborative aimed at enhancing educational and workforce outcomes in the Copper Corridor region. The group's purpose is to bring together various stakeholders to address community challenges and improve strategic planning for educational and workforce development.

## Arizona Registered Apprenticeship Summit

The Youth Program attended The Arizona Registered Apprenticeship Summit which aims to foster collaboration and share best practices among industry leaders. The summit was dedicated to expanding opportunities through Registered Apprenticeships.



**ATLAS CommUNITY  
Connexions  
Partner Portal Report  
March & April  
2025**

**949**

**TOTAL REFERRALS YTD**



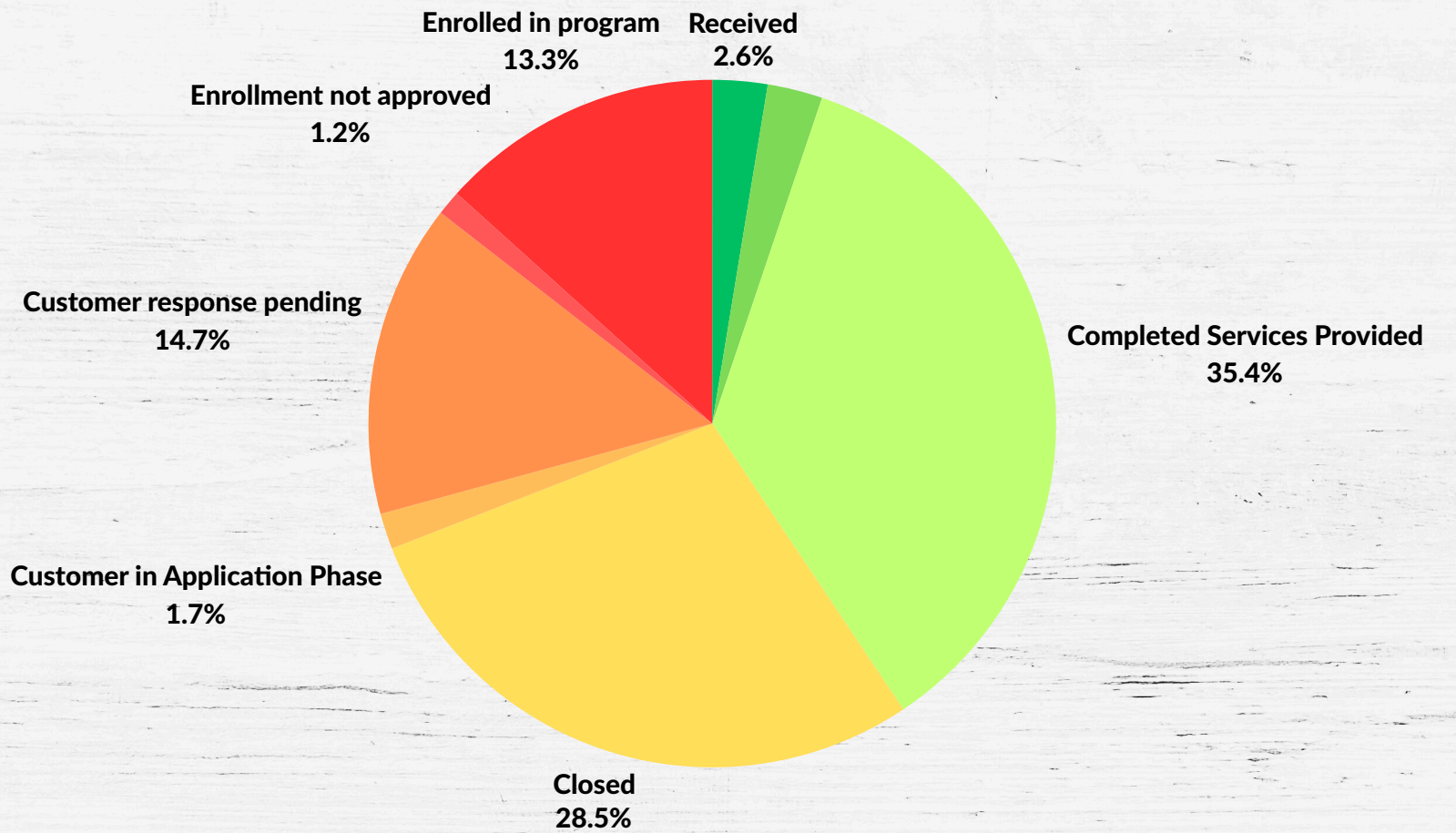
**TOP SERVICE REQUESTED WAS CAREER AND  
TECHNICAL EDUCATION**



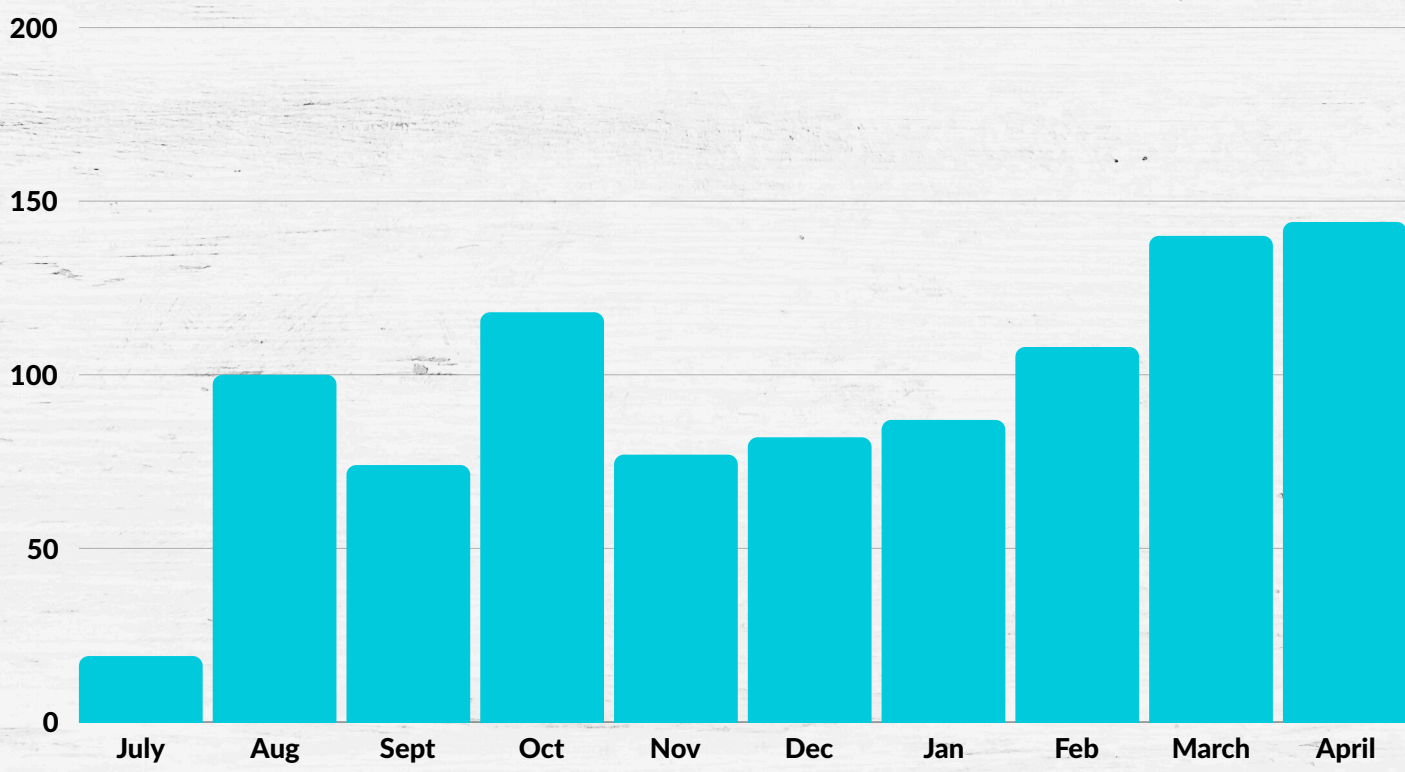
**284 REFERRALS WERE SUBMITTED IN MARCH AND  
APRIL 2025**



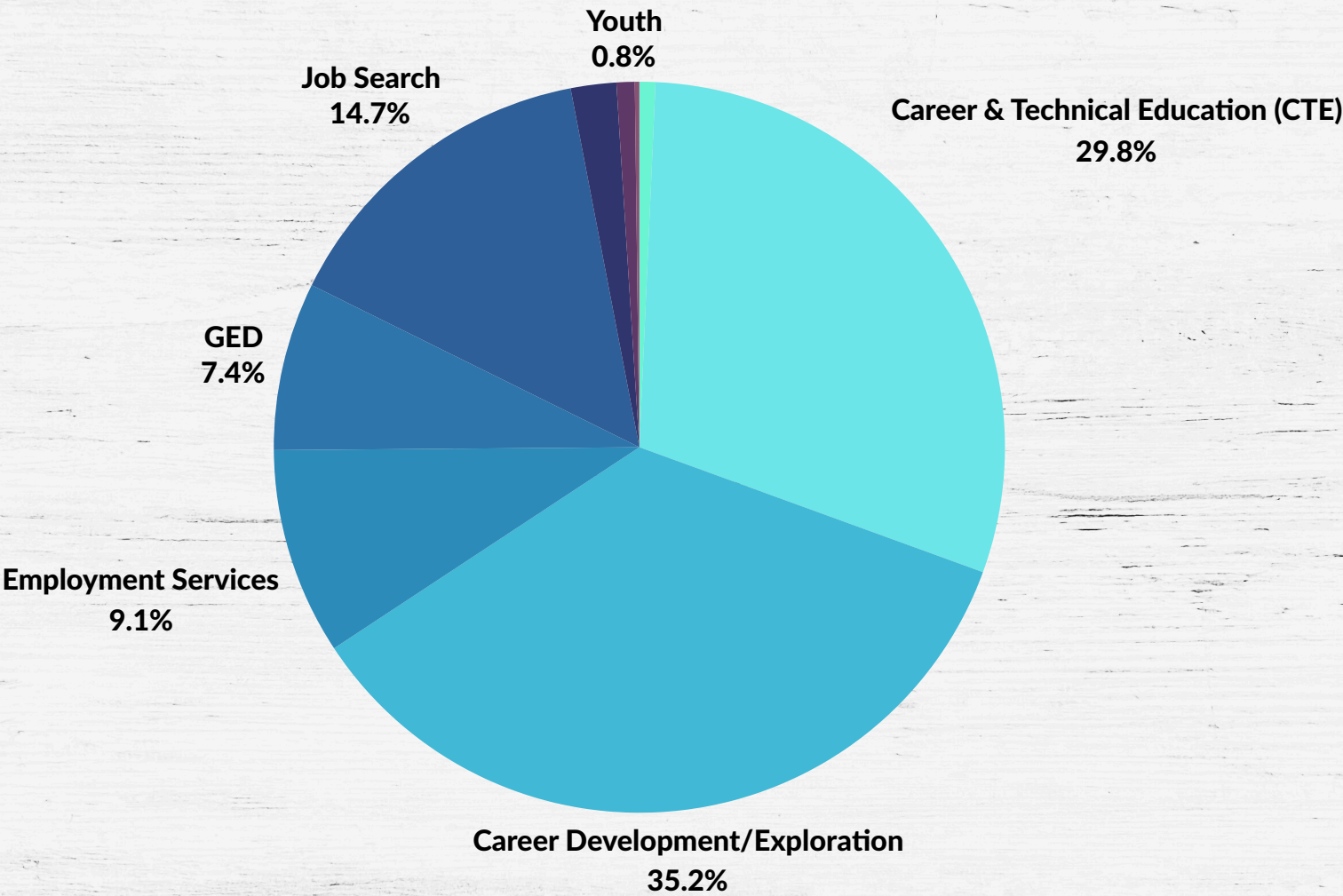
# Total Referral Status YTD



## Referrals by Month



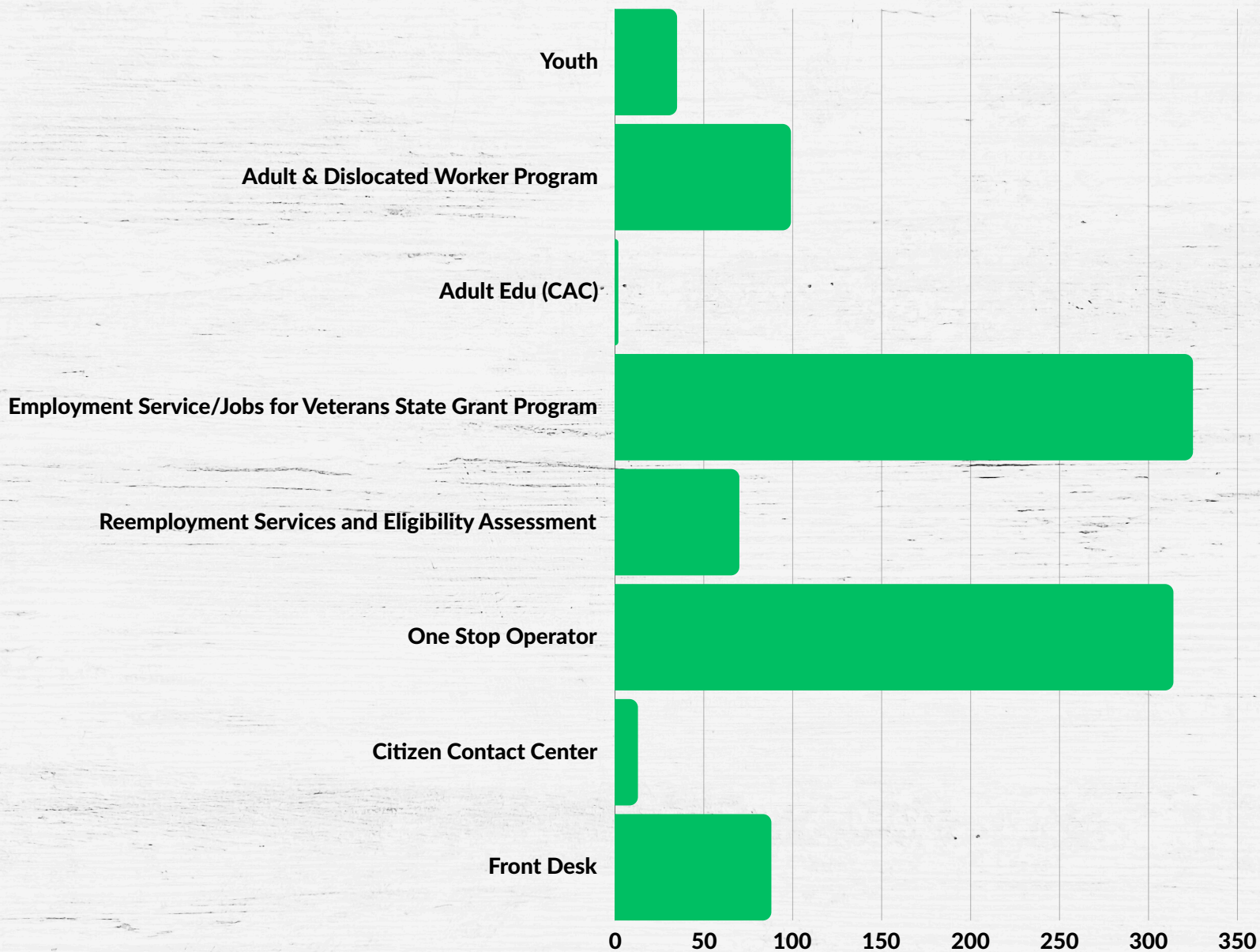
# Referrals by Service Category



- **Top requested service was career development/exploration**



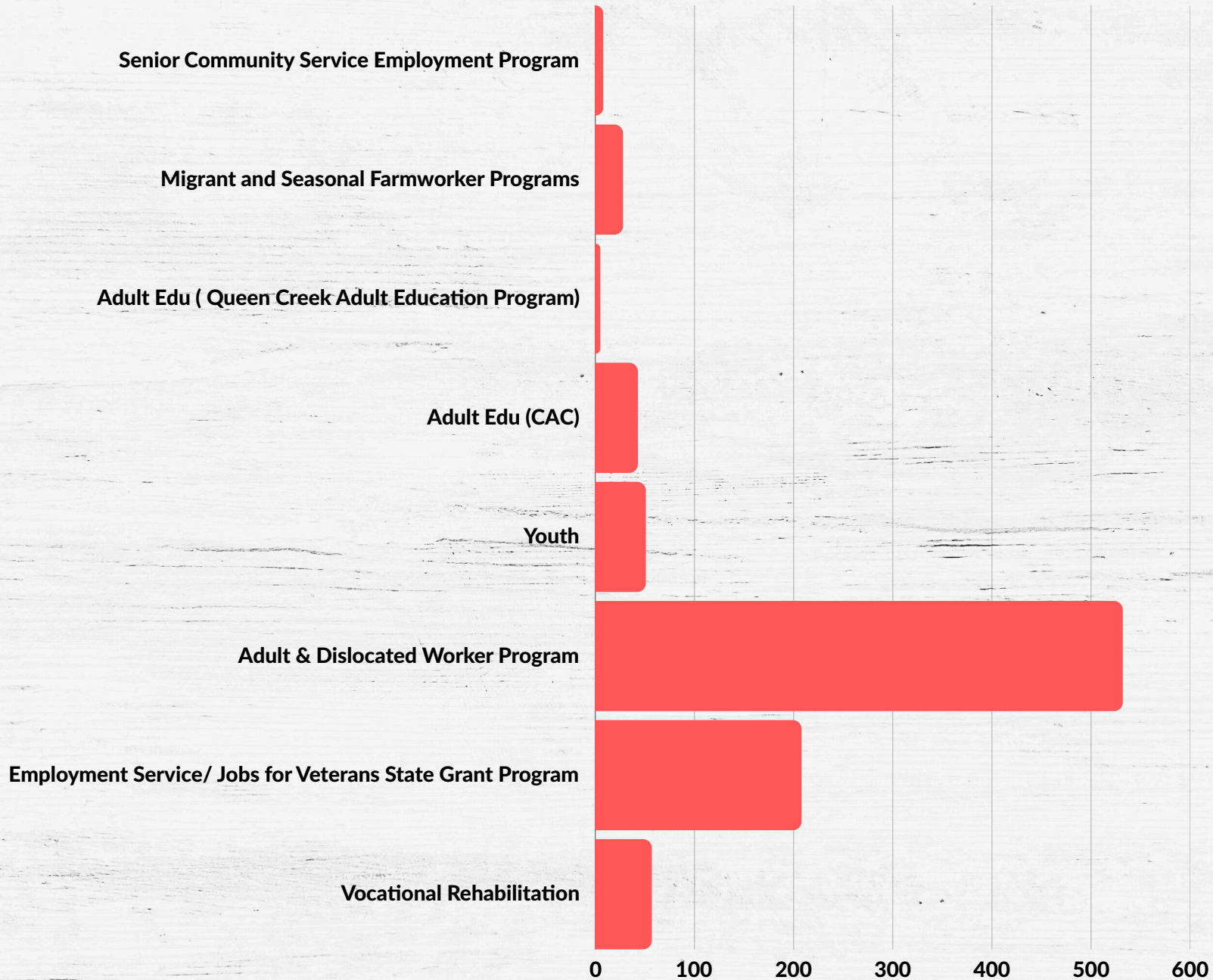
## Referrals by Agency



- **Top referring agency was the Employment Service/Jobs for Veterans State Grant Program**



## Receiving Agency



- **Top receiving agency was the Adult & Dislocated Worker Program**





## **Stay Connected**

**Jose Alvarado, One Stop Operator**

**Email: [Jose.alvarado@cplc.org](mailto:Jose.alvarado@cplc.org)**

**Office: 520.866.3611**



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

---

**REQUESTED BY:**

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

---

**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Budget Report

---

**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

---

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**


---

**MOTION:**

---

**ATTACHMENTS**

**ATTACHMENTS:**

	Description
	Budget Report

# PINAL COUNTY WORKFORCE DEVELOPMENT BOARD BUDGET

PY23 - awarded 7/1/23 to be spent by 6/30/25

**\$2,588,720**

**Grant time lapse 88%**

<b>PROGRAM (Time Lapse 88%)</b>	<b>Budget</b>	<b>Transfer</b>	<b>Expended</b>	<b>% Expended</b>	<b>Balance</b>
YOUTH- CAC	\$559,368		\$511,121	91%	\$48,247
ADULT PROGRAM- Eckerd	\$625,303	\$250,000	\$630,077	101%	\$245,226
DISLOCATED WORKER- Eckerd	\$528,788	<b>\$250,000</b>	\$494,678	94%	\$34,110
ONE-TIME FUNDING- Eckerd (Adult Probation Initiative)	\$271,712		\$125,864	46%	\$145,848
<b>TOTAL</b>	<b>\$1,985,171</b>		<b>\$1,761,740</b>	<b>89%</b>	<b>\$223,431</b>

	<b>Budget</b>		<b>Expended</b>	<b>% Expended</b>	<b>Balance</b>
<b>Board Operating Budget</b>	<b>\$603,549</b>				
Personnel	\$388,565		\$292,621	75%	\$95,944
One-Stop Operator	\$129,290		\$100,568	78%	\$28,722
Office Operating Supplies- Cell,/Postage/Data Circuit	\$5,105		\$3,886	76%	\$1,219.00
Travel	\$20,000		\$20,000	100%	\$0
Marketing	\$6,500		\$2,000	31%	\$4,500
Strategic Planning	\$6,000			0%	\$6,000
ONE-TIME FUNDING- (ATLAS)	\$15,000		\$13,000	87%	\$2,000
Subscriptions/ Memberships	\$15,716		\$930	6%	\$14,786
Unallocated	\$17,373		\$0	0%	\$17,373
<b>TOTAL</b>	<b>\$603,549</b>		<b>\$ 433,005</b>	<b>72%</b>	<b>\$170,544</b>

<b>TOTAL PCWDB Budget Allocation</b>	<b>\$2,588,720</b>		<b>\$2,194,745</b>	<b>85%</b>	<b>\$393,975</b>
--------------------------------------	--------------------	--	--------------------	------------	------------------

*Date of Report 5/01/2025  
Expenditures through 3/31/2025*

**PINAL COUNTY WORKFORCE DEVELOPMENT BOARD BUDGET**

PY24 - awarded 7/1/24 to be spent by 6/30/26

\$2,817,998

**Grant time lapse 33%**

<b>PROGRAM (Time Lapse 33%)</b>	<b>Budget</b>	<b>Transfer</b>	<b>Expended</b>	<b>% Expended</b>	<b>BALANCE</b>
YOUTH- CAC	\$547,766		\$0	0%	\$547,766
ADULT- Eckerd	\$615,759		\$0	0%	\$615,759
DISLOCATED WORKER- Eckerd	\$617,322		\$0	0%	\$617,322
RAPID RESPONSE- Eckerd	\$165,000		\$25,606.00	16%	\$139,394
<b>TOTAL</b>	<b>\$1,945,847</b>		<b>\$25,606.00</b>	<b>1%</b>	<b>\$1,920,241</b>

	<b>Budget</b>		<b>Expended</b>	<b>% Expended</b>	<b>BALANCE</b>
<b>Board Operating Budget</b>	<b>\$872,151</b>		\$0	0%	\$872,151
Personnel	\$496,000		\$5,991	1%	\$490,009
One-Stop Operator	\$129,290		\$0	0%	\$129,290
Office Operating Supplies- Cell,/Postage/Data Circuit	TBD		\$0	0%	TBD
Travel	TBD		\$0	0%	TBD
Marketing	TBD		\$0	0%	TBD
Strategic Planning	TBD		\$0	0%	TBD
Subscriptions/ Memberships	TBD		\$0	0%	TBD
RAPID RESPONSE	\$225,000		\$65,811	0%	\$159,189
Unallocated	\$21,861		\$0	0%	\$21,861
<b>TOTAL</b>	<b>\$872,151</b>			<b>0%</b>	<b>\$872,151</b>

<b>TOTAL PCWDB Budget Allocation</b>	<b>\$2,817,998</b>		<b>\$25,606</b>	<b>1%</b>	<b>\$2,792,392</b>
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*Date of Report 5/01/2025*

*Expenditures through 03/31/2025*



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

---

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

---

**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Board Chair Report

---

**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

---

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

---

**MOTION:**

---

**ATTACHMENTS**



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

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**REQUESTED BY:**

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

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**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Operations Report

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**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

---

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

---

**MOTION:**

---

**ATTACHMENTS****ATTACHMENTS:**

Description



Operations Report



# Pinal County Workforce Development Board Regular Meeting

*Operations Update*  
*May 15, 2025*





# Operations Update

- Rapid Response Update
- Update on Board Management Tools
- Officer Elections
- Data Validation Results
- National Association of Workforce Development Professionals Conference Update
- Update on Memorandum of Understanding with Libraries in Pinal County
- Central Arizona Regional Workforce Forum Series Session Three – May 29th





# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

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REQUESTED BY:

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

---

**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Discussion Only: Strategic Planning Preparation

---

**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

---

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

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**MOTION:**

---

**ATTACHMENTS**



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

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**REQUESTED BY:**

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

---

**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Presentation: Arizona Early Childhood Apprenticeship Pathway Project

---

**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

---

**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

---

**MOTION:**

---

**ATTACHMENTS**

**ATTACHMENTS:**

**Description**



Arizona Early Childhood Educator Apprenticeship Pathways

# Arizona Early Childhood Educator Apprenticeship Pathway



# Partners in Apprenticeship

ADES  
Division of  
Child Care

Apprenticeship  
Arizona

Arizona  
Department  
of  
Education

Central  
Arizona  
College



# Professional Career Pathway Project

*Supporting the development of aligned pathways to early childhood credentials, certificates, and degrees*

- Scholarship Program for Early Childhood Educators
  - College tuition and textbook stipends
  - Partnership with Arizona Community Colleges
  - Cohort support for college collaborators
  - Support for career pathway alignment projects
  - Systems building projects- Learning Institutes
  - Statewide Apprenticeship Pathway



# Arizona Early Childhood Educator Apprenticeship Components

On the Job Learning  
(OJL)

Related Training &  
Instruction (RTI)  
(College Credits, PD)

On Site Supports  
(Journeyworkers,  
Pathway Guides)

Employer  
Participation  
Agreement

Wage Progressions  
Wage Support

ECE Workforce  
System Infrastructure

# Work Process Schedule On the Job Learning (OJL) Competencies

ON THE JOB LEARNING OUTCOMES EARLY CHILDHOOD EDUCATOR	Number of Hours
Arizona Early Childhood Workforce Knowledge and Competencies	
<i>Child Growth and Development</i>	500
Including 6 Core Knowledge Components	
<i>Curriculum and Learning Environments</i>	600
Including 7 Core Knowledge Components	
<i>Child Observation and Assessment</i>	500
Including 5 Core Knowledge Components	
<i>Effective Interactions</i>	700
Including 6 Core Knowledge Components	
<i>Health, Safety and Nutrition</i>	500
Including 5 Core Knowledge Components	
<i>Family and Community Partnerships</i>	500
Including 4 Core Knowledge Components	
<i>Professionalism</i>	400
Including 4 Core Knowledge Components	
<i>Program Management</i>	300
Including 7 Core Knowledge Components	
<b>Total On the Job Learning Hours</b>	<b>4,000</b>



# Related Training & Instruction Outline - Year 1

## Year 1 Includes:

- Nine credits in ECE including Health and Safety content to meet DES Pre-Service Health and Safety requirements
- Industry orientation and professional development
- Pathway mentoring
- Documentation and assessment

---

**Total Hours**  
Up to 180

**Successful Completion**  
Stipend of \$1,000

# Related Training & Instruction Outline - Year 2

Year 2 includes:

- Nine credits in ECE coursework paid through PCPP stipend
- Focused professional development
- Pathway mentoring
- Documentation and Assessment

---

**Total Hours**  
Up to 180

**Successful Completion**  
Stipend of \$1,000

# Apprentices

8

## Educators who have been in the field up to 2 years

- Selected through an application process
- Minimum Education- High School Diploma or Equivalent
- Employer Recommendation

## On-Site Supervision & Mentoring

## Incentives

- 40 hour paid Orientation training
- 18 hours paid professional development per year
- Annual Financial Stipend + Technology Bundle

# Journeyworkers

## Onsite Mentor and Peer Coach

- Selected through an application process
- Minimum Education Required – ECE Certificate or 18 credit hours ECE
- Employer recommendation

## Ratio 2:1- Two Apprentices to One Journeyworker

## Incentives

- 18 hours paid professional development per year
- Participation in Early Childhood Mentor Network
- Annual financial stipend per Apprentice + Technology Bundle

# Pathway Guides: Support for Pathway Participants



Pathway Guides

\* Must meet education and experience requirements in early childhood education



Provide onsite consultation and support approximately 1 hour per month



Assist participants in navigating the apprenticeship process. Check monthly for OJL progress and college courses

# Employer Agreements and Wage Progressions

Creating a well -  
prepared and fairly  
compensated  
workforce

# Financial Supports

## Employer Agreements

- Application process utilizing staff data report from the Registry
- Journeyworkers, Apprentices, and one Administrator receive 18 hours paid professional development annually
- Paid 40 - hour Orientation training for new hire Apprentices
- Implementation the Arizona Early Childhood Educator Salary Scale

## Wage Progressions

- Apprentices start at a minimum wage of \$16/hr
- Ending wage \$18.00/hr end of Year 2
- Journeyworker wages align with ECESalary Scale - minimum \$18.00/hr
- Stipends provided by PCPP at completion of:
  - Orientation Training
  - Related Training and Instruction and OJL

### Arizona Early Childhood Educator Salary Scale

Completed Formal Education	Arizona EC Educator Designation	Target Hourly Wage Floor	12-Month Annual Salary Floor
Educator - High School Diploma or Equivalent	Educator	\$16.00	\$33,280
<b>Early Childhood Educator I (ECE I)</b>			
ECE I - Completion of a Professional Preparation Program* or Industry Recognized Credential such as CDA or MACTE	ECE I	\$17.00	\$35,360
	ECE I IA	\$17.25 IA	\$35,880
	ECE I IB	\$17.50 IB	\$36,400
ECE I Advanced - Certificate of Completion in Early Childhood (with at least 18 credit hours in early childhood)	ECE I Advanced	\$18.00	\$37,440
	ECE I IA Advanced	\$18.50 IA Advanced	\$38,480
	ECE I IB Advanced	\$19.00 IB Advanced	\$39,520
<b>Early Childhood Educator II (ECE II)</b>			
ECE II Associate Degree in Early Childhood (with at least 18 credit hours in early childhood)	ECE II	\$20.00	\$41,600
	ECE IIA	\$21.00 IIA	\$43,680
	ECE IIB	\$22.00 IIB	\$45,760
<b>Early Childhood Educator III (ECE III)</b>			
ECE III- Bachelor's Degree (with at least 18 credit hours in early childhood) ECE III- Related (Bachelor's degree not in ECE but with at least 18 credits ECE) <a href="#">Current Arizona Elementary Teacher Salary</a>	ECE III	\$24.00 III	\$49,920
	ECE III Certified	\$25.15 III Certified	\$53,312 Certified
	ECE III Related	\$24.00 III Related	\$49,920 Related
			<b>\$51,231*</b>
ECE IV - Master's Degree (with at least 18 credit hours in early childhood)	ECE IV ECE IV- Related	\$27.00	\$56,160

Educator Designations to be reflected in the revised Professional Identity Documents in the Arizona Early Childhood Workforce Registry  
 Roles aligned to the Unifying Framework for the Early Childhood Education Profession: <http://powertotheprofession.org/unifying-framework/>  
 CCSA- TEACH National Center- A Look at Salary/Wage Scales for the ECE Workforce- <https://tinyurl.com/yck6jj3j>

\*Education Progress Meter Arizona Elementary Teacher Pay- <https://educationforwardarizona.org/progress/indicators/teacher-pay/>





# Wage Supports and Incentives

Paid Professional  
Development

Up to 18 hours per  
year for  
Apprentices,  
Journeyworkers,  
and Administrator

Paid Orientation

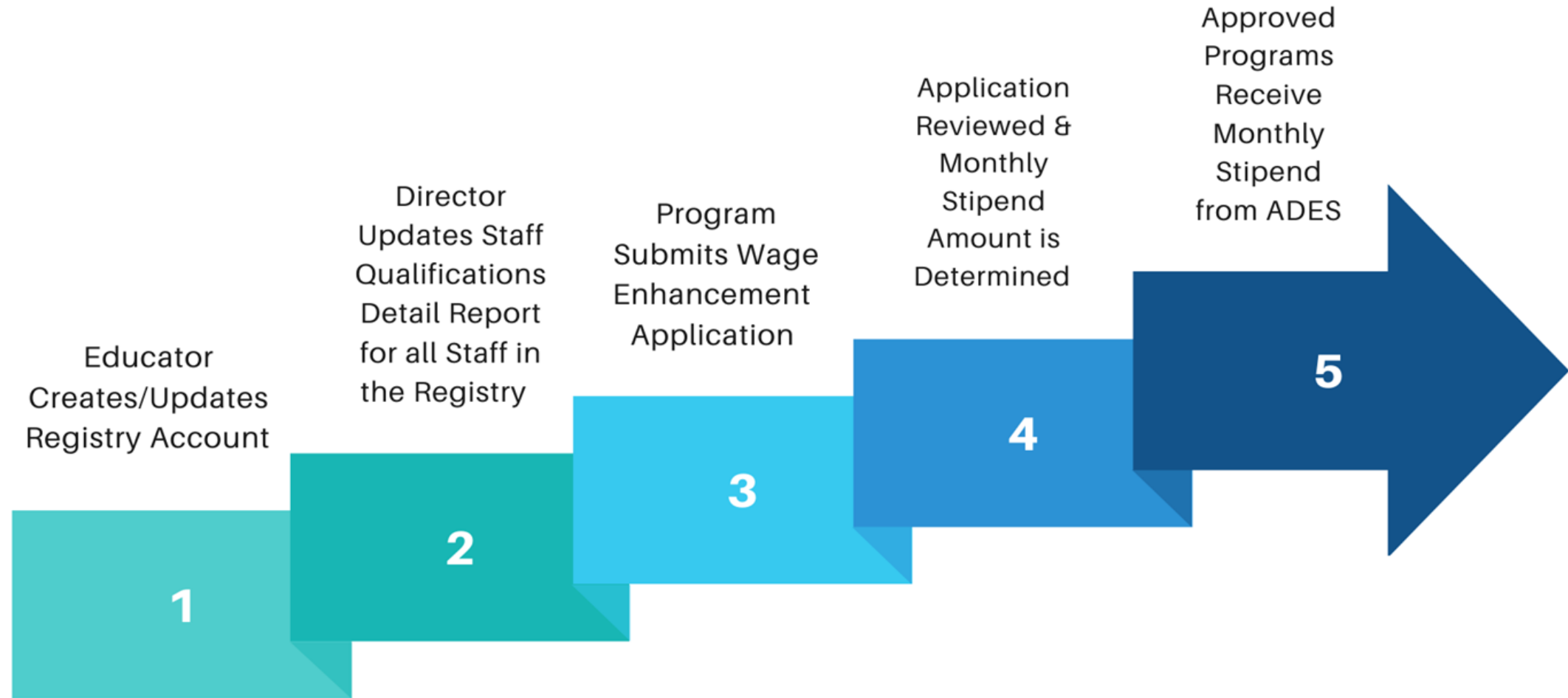
40 hours paid  
time for new hire  
Apprentices or  
substitutes for  
current staff  
member

Educator Salary  
Scale

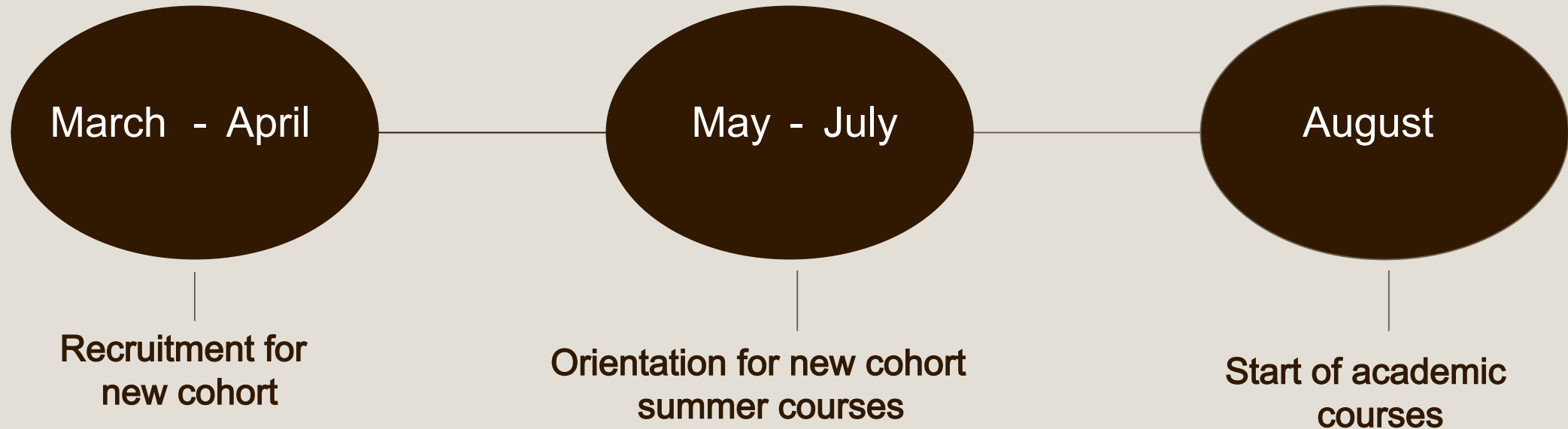
Staff alignment to  
the Arizona Early  
Childhood  
Educator Salary  
Scale

Substitute Care Stipend: \$500 per month per apprentice

# APPRENTICESHIP WAGE ENHANCEMENT GRANT APPLICATION PROCESS



# Timeline and Next Steps



# Questions?

# Contact Information

Barb Milner, Central Arizona College  
[barbara.milner@centralaz.edu](mailto:barbara.milner@centralaz.edu)

Avery Covington, Central Arizona College  
[avery.covington@centralaz.edu](mailto:avery.covington@centralaz.edu)

Abby Cole, DES  
[acole@azdes.gov](mailto:acole@azdes.gov)

Website: [https://centralaz.edu/divisions  
programs/azeceapprenticeship/](https://centralaz.edu/divisions-programs/azeceapprenticeship/)



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

##ITEMTYPE##

5/15/2025

Zoom or in person. 135 N. Pinal Street, Florence, AZ 85132

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**REQUESTED BY:**

Funds #:

Dept. #:

Dept. Name: Economic and Workforce Development

Director:

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**BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:**

Presentation: Adult/Dislocated Worker Program Report

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**BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:**

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**BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:**

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**MOTION:**

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**ATTACHMENTS**

**ATTACHMENTS:**

**Description**



Adult and Dislocated Worker Program Report



# Adult & Dislocated Worker

## PCWDB Service Provider Updates

May 2025

Sonia Cortez, Program Manager Aaron  
Moon, Regional Director



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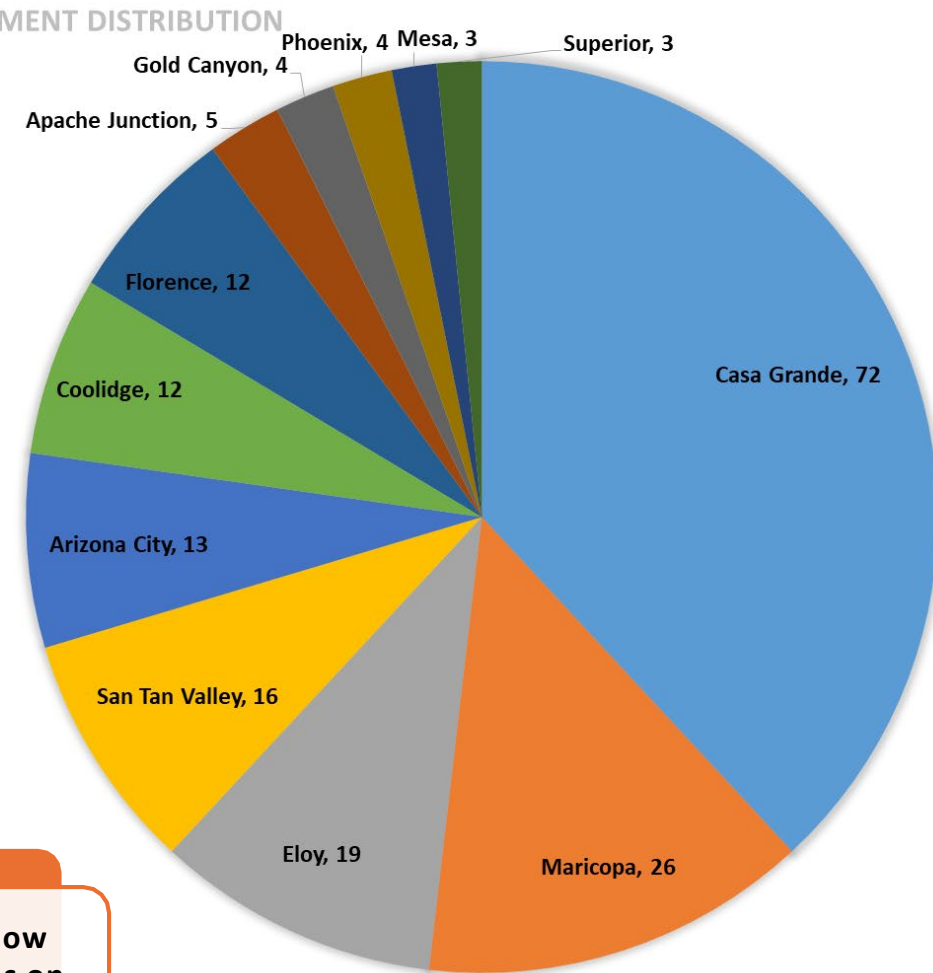
# Enrollments and Placements Program YTD

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- **282 Participants Served**
  - 231 Adults of which 82 are justice-involved
  - 51 Dislocated Workers
- **78 Job Placements**
  - avg. \$21.92/hr
- **192 New Enrollments**
  - 149 Adults of which 48 are justice-involved
  - 43 Dislocated Workers



# PY24 Enrollment Distribution



66 Enrollments in  
"northern" Pinal  
County

Efforts continue to  
increase engage in  
Copper Corridor

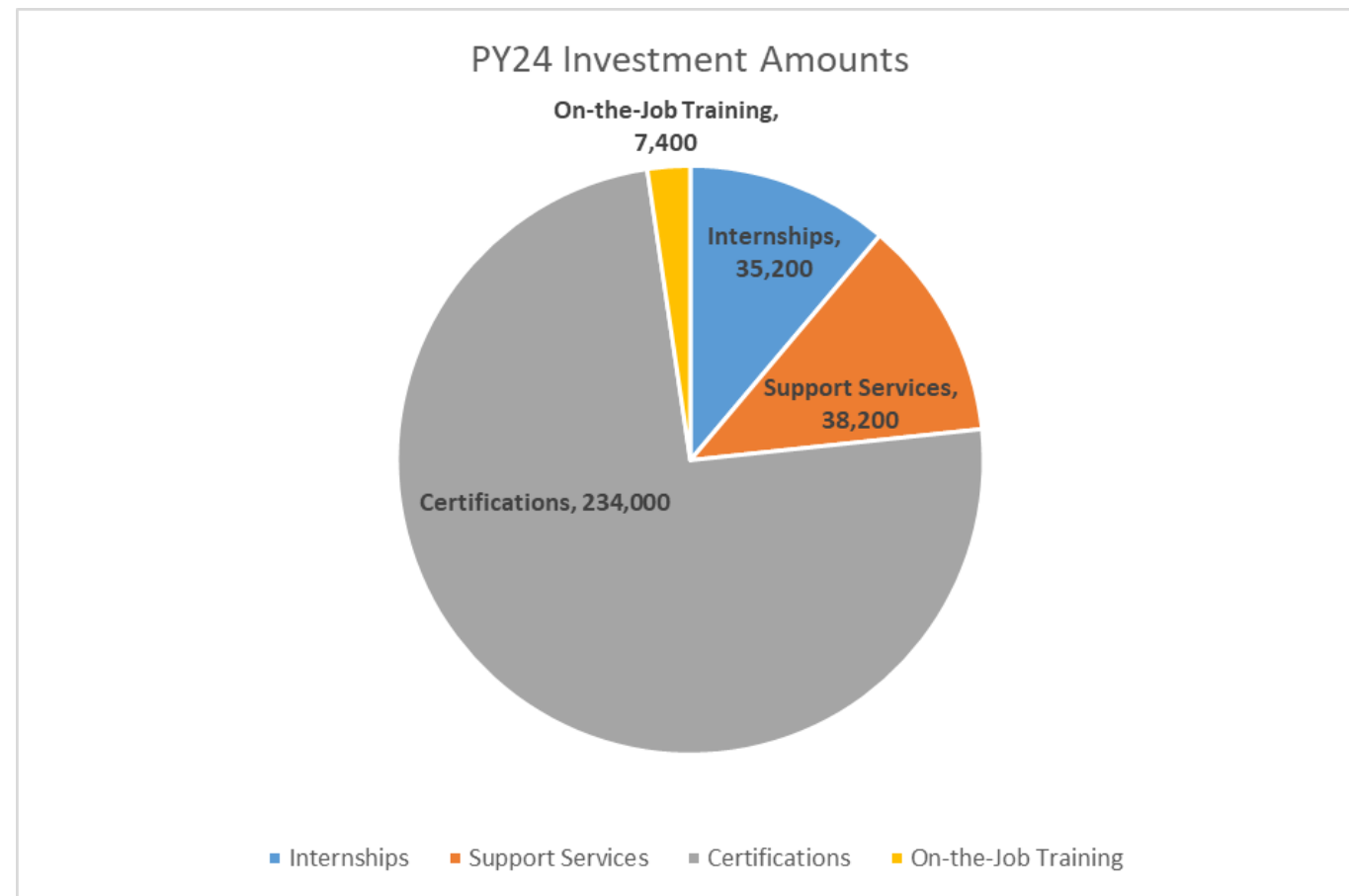
Multiple staff now  
assigned to focus on  
northern and eastern  
engagement and  
service delivery efforts



# PY24 Investment Distribution

- \$35,200 Transitional Jobs/Internships
- \$38,200 Support Services
- \$234,000 Certifications
- \$7,400 On-the-Job Training

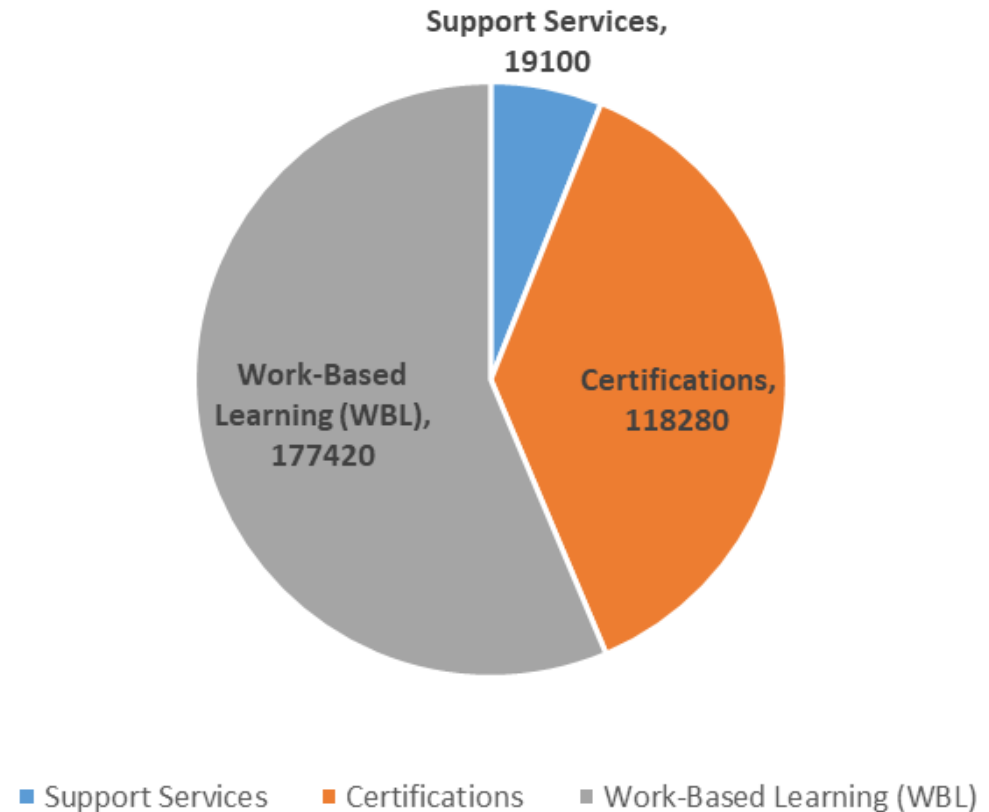
We project this to nearly double prior to Program Year's end



# Future Investment Strategies

- To offset decreasing allocations, team is taking steps to engage employers to shift to service delivery model that prioritizes work-based learning:
  - Registered Apprenticeships
  - On-the-Job Training
  - Incumbent Worker Training
  - A mix of Transitional Jobs

Targeted Future Model



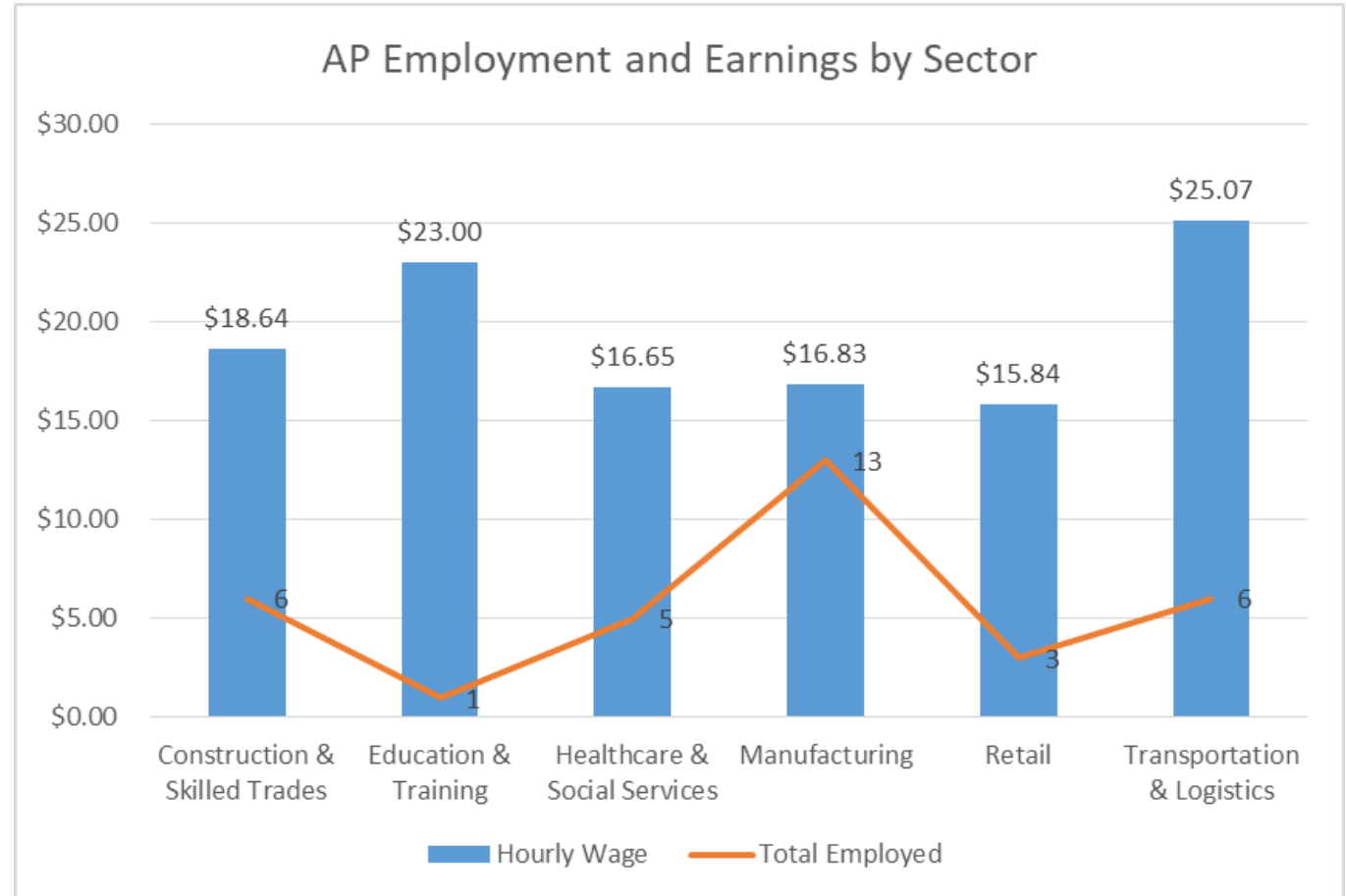
***Strong employer partnerships are needed to support this model***

# Adult Probation Updates

- 74 Enrollments since Feb 2024
- 68 BOOST Completions
- 24 Occupational Skills Training
- 9 Transitional Jobs
- 40 Placements
- 60 Support Services
- 23 Financial Literacy Training



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# Community Health Worker Initiative Updates

- Partnership with Arizona State University, EmpowermentSystems Inc., Regenerating Sonora, ARIZONA@WORK Pinal County
- ASU provides CHW training and covers cost
- Empowerment and Regenerate Sonora serve as host employers for CHW required internships
- ARIZONA@WORK Pinal County leverages Work Experience Structure under WIOA to support and fund CHW internships
- 480-hour internship required as a part of CHW certification
- **4 participants in Apache Junction**
- **2 participants in Superior**



PINAL COUNTY

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# Preparing Our Future Workforce

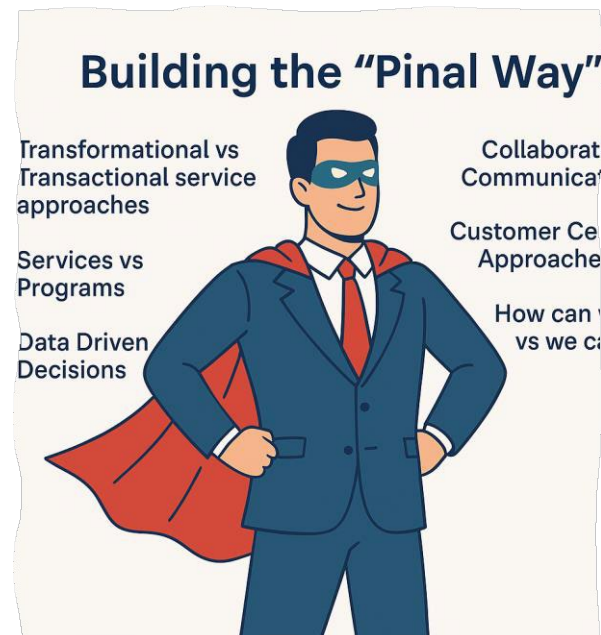
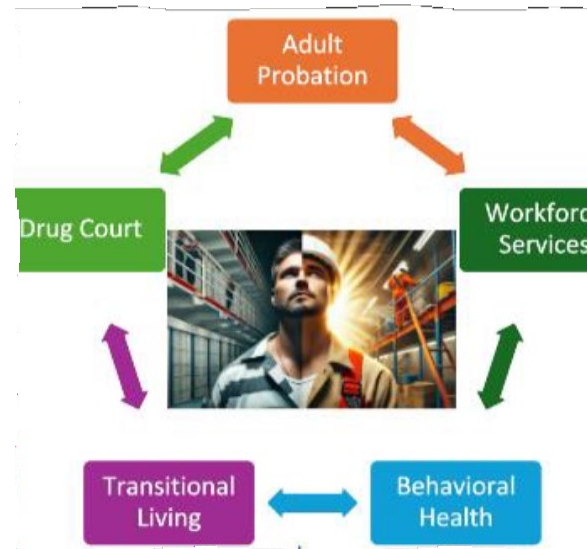
- On April 1, our team participated in a career day for 6th, 7th, 8th graders and introduced the different career pathways via Virtual Reality simulations





# NAWDP Presentation

- Adult and Dislocated Worker Team responded to a Request for Proposals from the National Association of Workforce Development Practitioners
- Team proposed to present on Adult Probation initiative and the strategic adaptability of its approach to better serve other targeted populations
- Presentation "**Breaking Barriers: Transforming Workforce Opportunities for Justice-Involved and Targeted Populations**" was selected!
- Team presented on May 6 to a national audience in Virginia Beach, VA



# March Madness was Madness!

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- Team Leadership formed a strategic enrollment push for the month of March
- Team meeting was held –goals reviewed, discussed the importance of cadence, attacking work, investing allocations, and innovation
- Annual Enrollment Target for PY24 is 200–Has never been done before
- **61 new participants were enrolled during March** –previous high was 27
- Current enrollments for PY24 are 192 –New Program Year high
- ***Shout outs to Brooklyn Elder, Emily Jackson, Hung Nguyen, Joanna Ramos, Deb Castro, Jo Garcia, Nic Martinez, Sonia Cortez***





# Participant Success Stories!



- This participant entered the program through a referral from both behavioral health services and Adult Probation. At the time, he was struggling to find steady employment and needed support to get back on his feet. Our team assisted him with building a resume and conducting a focused job search to match his skills and interests. Through this support, he gained employment as an auto-detailer, earning \$15 per hour.
- Transportation was a key barrier, but thanks to our community partnership with United Way, we were able to provide him with a bike to ensure he could get to work. We also assisted him with work attire so he could feel confident and prepared in his new role.
- Shortly after starting his job, his bike was unfortunately hit and damaged beyond repair while he was commuting. Understanding the importance of reliable transportation, we stepped in again and provided a replacement bike to ensure he didn't miss work.
- After several months of dedication and consistency, he was able to purchase a vehicle, just in time for the summer heat. He is now thriving in his role, managing his financial responsibilities and proudly supporting his family. His journey is a powerful example of what can be achieved through persistence, personalized support, and strong community partnerships.

# Participant Success Stories!



- Referred by probation, this participant came to the program seeking a fresh start after an injury made it impossible to continue in his previous line of work. With a strong desire to make a career change, he expressed interest in earning his Commercial Driver's License (CDL) to begin a new path in the transportation industry.
- He enrolled in training with Southwest Truck Driver Training and approached the challenge with determination. To help mitigate transportation barriers during training, we provided gas assistance to ensure he could attend regularly and stay on track. As the weeks went on, his confidence steadily grew, and he was clearly fully committed to building a better future.
- After successfully obtaining his Class A CDL, we worked together to update his resume and conducted a targeted job search focused on his new qualifications. In January 2025, he secured a position as a driver with OTTO, starting at \$23.00 per hour. Once employment was gained, we further supported him by providing work attire and required safety boots to ensure he was fully prepared.
- He is currently working over 50 hours a week and continues to enjoy the job. He shared his gratitude for the support he received from ARIZONA@WORK Pinal County, stating how thankful he is for the opportunity to start a new career. Most importantly, he's proud to be setting an example of hard work and resilience for his children.





# Questions



# PINAL COUNTY

WIDE OPEN OPPORTUNITY

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Pursuant to A.R.S. 38-431.02(H), the public will have access to the meeting place fifteen (15) minutes prior to the start of the meeting.

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ZOOM MEETING JOINING INFORMATION: Join Zoom Meeting <https://us02web.zoom.us/j/87575965845?pwd=cJxCrjBemDbTvbLvKG5ZgpMlAnKGy.1> Meeting ID: 875 7596 5845 Passcode: 105888 --- One tap mobile  
+16694449171,,87575965845#,,,\*,105888# US +16699009128,,87575965845#,,,\*,105888# US (San Jose) Dial by your location 1 669 444 9171 US 1 669 900 9128 US (San Jose)

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Posted on the 12th day of May around 2:30 PM

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