



MEMORANDUM

Date: July 11, 2024

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshner *Jan Leshner*
County Administrator

Re: **Additional Information for the Board of Supervisors July 16, 2024 Meeting – Agenda Item #8, Workforce Investment Board Presentation**

Agenda Item #8 on the July 16, 2024 Board meeting is a presentation regarding the Workforce Investment Board (WIB). As the federally designated Local Workforce Development Board, the WIB provides planning and coordination for federally funded workforce-development activities in Pima County. The last update to the Board on WIB activities, specifically development of the Local Workforce Development Plan, was provided on March 11, 2024.

Workforce-development activities are provided by the Pima County One-Stop, housed in the Community & Workforce Development department (CWD). The attached memorandum from CWD Director Dan Sullivan provides historical information about federal laws providing funding for workforce development along with a description the roles of various stakeholders, including the Board of Supervisors, WIB, Grants Management & Innovation, CWD, and community partners. All of these stakeholders fill valuable roles in improving the lives of many across our community.

JKL/dym

Attachment

c: Carmine DeBonis, Jr., Deputy County Administrator
Francisco García, MD, MPH, Deputy County Administrator & Chief Medical Officer
Steve Holmes, Deputy County Administrator
Dan Sullivan, Director, Community & Workforce Development

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Date: July 11, 2024

To: Jan Leshner
County Administrator

From: Dan Sullivan 
Community & Workforce Development
Director

Francisco García, MD, MPH
Deputy County Administrator and
Chief Medical Officer

RE: Workforce Investment Board History and Impact

In 1997, Pima County's Private Industry Council (PIC) joined Pima Community College and the City of Tucson in hosting a community workforce "charette" that engaged employers, educators, economic development representatives and interested citizens. The charette marked the beginning of a local effort to define a community strategy for workforce development. This resulted in a preliminary report on the workforce in Pima County that identified target workforce populations and their characteristics, reviewed key occupations and trends of the local labor market, and provided an overview of available training.

The charette also inspired a shift by the PIC, from its narrow focus on oversight of federal training funds, to a more strategic role in developing local workforce policy. This process culminated in the PIC's 1999 decision to dissolve and form a new Workforce Investment Board (WIB) with broad and high-level representation from key local industries, as well as economic and community development stakeholders.

Local Workforce Investment Boards (LWIBs) became mandated by the Workforce Investment Act (WIA). This law, which went into effect in July 2000, replaced the existing federal employment and training program known as the Job Training Partnership Act (JTPA), and established in its place a broad workforce system in each local area. The WIA mandated coordinated service delivery by workforce and welfare agencies through a One Stop Center. Seventeen federally-funded programs were required to provide related services through the One Stop, a method of service delivery pioneered by Pima County. The Center was also expected to provide universal access to basic career services, with more intensive services and training to be selected by the client. The WIA left many other aspects of local systems to be determined by the new WIBs, and clearly expected them to exercise leadership and leverage resources beyond the scope of the activities funded by the law itself.

In late 2000, the Pima County WIB initiated work on a community-wide, comprehensive workforce development plan, which took eight months to complete and involved over 250 individuals and organizations. The plan brought together all workforce development services, not just those funded through the WIA, and focused on developing a comprehensive system in the spirit of the Act. It provided a strategic framework for the following system areas: One Stop and clearinghouse activities; resource identification, workforce needs gap analysis and labor market forecasting; youth transition from school to work; and adult workforce availability. In 2005, the WIB adopted its new Two-Year Strategic Plan, which outlined and defined the Pima County One Stop as a demand-driven system.

In 2014, Congress passed the Workforce Innovation and Opportunity Act (WIOA) and the Pima County Board of Supervisors (Board) elected to establish the WIB as the Local Workforce Development Board (LWDB) under the act. The WIOA has been in effect since then, with a reauthorization currently pending in the U.S. Senate Committee on Health, Education, Labor, and Pensions (HELP).

Pima County Workforce Investment Board - Relationship to the Board of Supervisors

The functions of the WIB are outlined in the WIOA, Section 107 (d), 20 CFR 679.370. In general, the WIB supports the Board of Supervisors by developing the Local Workforce Development Plan,¹ review of workforce research and regional labor market analysis; convening, brokering, and leveraging workforce development systems; engaging employers; developing career pathways framework; providing WIOA Adult, Dislocated Worker and Youth program oversight; negotiating local performance measures; selecting the One Stop Operator and Youth providers; providing accessibility for individuals with disabilities; coordinating education providers; and preparing the WIB administrative budget and financial review annually for Board of Supervisors approval. WIB Committees include Executive Committee, Planning Committee, Performance & Accountability Committee, and Youth Council, among others.

The Board of Supervisors appoints members to the WIB based on compositional requirements outlined in the WIOA, from local representatives within various categories specifically 51% business (for-profit), 20% workforce/labor, and economic development, community based-organizations, adult basic education (Arizona Department of Education, Title II), employment service (Arizona Department of Economic Security, Title III) and vocational rehabilitation (Arizona Department of Economic Security, Division of Employment and Rehabilitation Services, Title IV).

The WIB is not organized as a separate legal entity and cannot accept or manage federal funding for the performance of WIOA activities. Instead, the Pima Board of Supervisors accepts federal formula funds allocated annually by the Arizona Department of Economic Security (AZDES).

Pursuant to the acceptance of federal funds, the Board of Supervisors holds the fiduciary responsibility, is responsible for monitoring grant awards, and administration of programming. Pima County Grants Management and Innovation (GMI) is the designated Fiscal Agent, CWD is designated as WIOA Administrator, with CWD Workforce & Education Division providing direct services to County residents and businesses, and CWD Operations Division providing quality assurance and programmatic monitoring. The LWDB Director liaises between the Arizona Office of Economic Opportunity and AZ DES, assures that state guidance is implemented at the local level, and provides reports to the WIB, its committees and CWD.

Because WIB members are volunteers, the work of supporting the execution of WIOA Section 107 functions is delegated to CWD. CWD Deputy Directors Rhonda Piña and Andrew Flagg, Local Workforce Development Board (LWDB) Director Cassie Lundin and I provide the WIB staffing and support in fulfillment of these functions.

Most recently Pima County was allocated \$7,426,765.00 for Program Year 24/Fiscal Year 25. In addition, Pima County received a PY22/FY23 Extension of Awarded One-Time Funding Opportunities, in the amount of \$740,761.00 for direct services to include wraparound support services for low-income adults enrolled in WIOA, pre-apprenticeship opportunities for youth ages 16-24, credit recovery programs for

¹The Board was [updated on the status of the Local Plan development on March 11, 2024](#).

high school students that provide stipends based on attendance and credit attainment for graduation, and CWD Community Resource Navigators. Both allocations will be placed on a future Board agenda for acceptance.

WIOA Community Impact

The Pima County One-Stop, a division of CWD, boosts the local economy by delivering a wide range of career advancement opportunities to individuals, while offering extensive services to the business community. Over the grant performance period of July 1, 2023, to June 30, 2024, CWD served 15,785 individuals seeking employment, training, resources, and emergency assistance. Front Desk staff answered over 66,900 incoming calls from County residents and businesses. Community Resource Navigators attended over 200 community events and made over 2,500 referrals for community resources. Business Services Team attended over 35 events, meetings with local business chambers, and provided services to over 300 local businesses including disseminating local job openings and weekly events to over 20,000 individuals. Over 1,800 individuals completed pre-employment seminars with the Training Team. A total of 4,074 individuals were determined eligible for WIOA grant funded services to include occupational skills training, on-the-job training, work experience, apprenticeship, and supportive services. The performance outcomes of those enrolled in WIOA services exceeded every performance measure, as shown in the table below.

Program Year 2023 Title I Performance Table (July 1, 2023 - June 30, 2024)		
ARIZONA@WORK Pima County One-Stop Workforce Development System		
Performance Accountability Measure	2023-2024 Performance Threshold	Actual Performance
WIOA Adults		
Employed 2 nd quarter after exit	68.50%	71.65%
Employed 4 th quarter after exit	65.30%	67.61%
Median Wage	\$6,785	\$8,610.54
Credential	71.00%	72.13%
Measurable Skills Gain	62.00%	67.27%
WIOA Dislocated Workers		
Employed 2 nd quarter after exit	77.10%	78.16%
Employed 4 th quarter after exit	70.00%	75.65%
Median Wage	\$8,989	\$10,022.58
Credential	70.00%	73.72%
Measurable Skills Gain	63.00%	71.25%

WIOA Youth (ages 14 - 24)		
Employed, in education, or in Occupation Skills Training 2 nd quarter after exit	72.00%	80.21%
Employed, in education, or in Occupation Skills Training 4 th quarter after exit	69.30%	79.31%
Median Wage	\$5,701	\$6,648.28
Credential	59.00%	59.39%
Measurable Skills Gain	59.00%	73.02%

These performance metrics cannot tell the remarkable and life changing stories contained in the data. The stories below offers examples of the clients we serve:

A navigator met a young man whose mother recently passed away and had left high school. The navigator was there to help him find a pathway while dealing with extreme tragedy. He was enrolled into the Las Artes program where he earned his GED. He then enrolled in the pre-apprentice program at Las Artes, where he excelled and was accepted into Sheet Metal apprentice program with a starting wage and benefit package of \$34.14/hour and is on a 5-year apprentice pathway that will result in a wage and benefit package of \$8.32/hour

A young woman began her educational journey as an aviation student in April of 2022. After months of diligently working toward completing her certificate, she was unable to pay her tuition. She was referred for additional support by One Stop partners and secured WIOA funding to complete necessary courses for industry certification. She graduated from Pima Community College's Aviation Certification Program. She persevered and with the help from her Community and Workforce Specialists, she was empowered and driven to accept a job offer where she can support herself, her family, receive health benefits, paid vacation, all while doing what she loves as an aviation mechanic with an hourly wage of \$23.00/hour.

Conclusion

The Board of Supervisors, the WIB, community partners and Community & Workforce Development all play essential and inter-related roles in delivering workforce-development and business services to the community. Serving with Heart and Urgency, these stakeholders help meaningfully improve the lives of many Pima County community members and support the workforce that is the engine of the local economy.