



MEMORANDUM

Community & Economic Development Administration

Date: May 12, 2015

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

From: Hank Atha 
Deputy County Administrator

Re: Loyola Contract

As requested by the Board, attached is the following material regarding this contract.

1. Loyola Associates: Summary of services provided for Pima County 2014-2015.
2. *Youth Career Connect* Grant Summary: This is a \$5.3 million, four year grant received late last year in which Pima County is lead for a four border county collaboration. Mr. Loyola's technical assistance and his regional and state contacts were important in designing and developing the successful, collaborative application. This is the second large, multi-year collaborative grant we have received in recent years due in part to this consultant's advice, contacts and assistance.
3. Loyola invoices: July through December 2014. The invoices detail the dates, hours and work performed.
4. September Update: Email with a summary of September activities. The activities focus on preparing materials for and helping to deliver the Bridges Out of Poverty three day training conference on September 8 through 10, 2014 and on representing us at State planning meetings related to implementing the Workforce Innovation and Opportunity Act. The Arizona Commerce Authority and the Arizona Department of Economic Security are respectively policy makers and pass through entities to local governments for funds from this new federal legislation. It was important for us to be represented at the early task force and committee meetings that make decisions affecting future funding and programming. All task force and committee meetings are held in Phoenix.

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The Honorable Chair and Members, Pima County Board of Supervisors
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5. Pima County Workforce Innovation and Opportunity Act. Power point prepared to orient staff to new federal workforce legislation and especially to changes and planning challenges in new legislation.
6. Bridges Out of Poverty: Agenda and sample of material from one of the power point presentations used in the three day training session on this new approach to thinking about and dealing with poverty. Mr. Loyola assisted in preparation of materials and logistics for the conference and participated as facilitator and moderator during the conference. Held on September 8, 9 and 10, 2014.
7. Ending Poverty Now: Agenda and sample of materials used in the March 2 to March 5, 2015 training on local applications of Bridges Out of Poverty and other national models.
8. Pima County Workforce Investment Board Retreat: Agenda and power point prepared for WIB training on new WIOA legislation. April 10, 2015.
9. March 18: Email: related to Unemployment Insurance (U.I.) - One Stop Workshop. Regards meeting with state U.I. Management staff to resolve technical questions on eligibility for U.I. recipients who are enrolled in One Stop job related workshops. An important issue in maintaining U.I. support while participating in locally organized job training or job search.

Information attached to this memorandum covers activities in the current, FY2014-2015 contract year. Information on prior year contracts was provided to Supervisor Miller in communications from Mr. Widugiris on October 16, 2013, Mr. Atha on October 18, 2013 and from the County Administrator on October 21, 2013. The County Administrator's memorandum responded to a Public Record request from Supervisor Miller and included 219 pages of attachments related to contract activities.

HA/cbc

Attachments

c: C. H. Huckelberry, County Administrator
Jan Leshar, Deputy County Administrator

LOYOLA Associates
Summary of Services
Provided for Pima County
2014-2015

LOYOLA Associates as requested provides the following services:

Researched, analyzed and various articles and Models on economic development, workforce, education and business activities that would benefit and increase the impact and viability of Pima County's Pima County's Economic Development Initiatives, including: White House Ready to Work Initiative, Congressman Paul Ryan's Poverty Plan, Mexican Trade, Global Fluent Metro Areas, Sun Corridor Videos, Business Partnerships, Tucson's Economic Recovery, Innovation Districts, and New Foundations (Carlos Slim).

Researched, analyzed and communicated on various articles on economic development activities that would benefit Pima County's economic base, including: "Who Benefits From Federal Tax Subsidies", Arizona Tech Council, Techfetch.com, Brookings Institute-"Interactive Trade Mapping", GAO Report-Education and Workforce Data: Challenges in Matching Student and Workforce Information.

Researched, analyzed and communicated regarding various articles on economic development activities that could be utilized to leverage existing funds and programs in Pima County and increase business activities resulting in more employment opportunities for Pima County residents, including: Social Innovation Fund, Phoenix MBDA's Annual Global Conference and Strengthening Ties with Mexico

Researched, analyzed communicated and discussed with Pima staff and national expert on "Poverty" regarding issues of underserved populations and Pima County Economic Development Initiative.

Researched, analyzed and provided various articles on economic development activities that may be leveraged with other programs not directly tied to but would benefit Pima County, including: Global Cities Initiatives: "5 Features of Successful Metro Export Efforts", NPR "Sizeable Decrease in those Passing GED, FRBSF" "Economic Letter: Higher Education and Wages", City of Phoenix Economic Development Letter

Communicated and discussed with Pima staff and national expert the Bridges Out Of Poverty (BOOP) presentations, Reviewed Agendas and Handouts for the BOOP Symposium for Pima County Business, Economic Development, K-12 and Post-Secondary Education, Government, Faith Based and Non Profit, Law Enforcement, Judicial Leaders and Practitioners.

Reviewed and analyzed the U of A Poverty Report. Reviewed several Power Point Presentation Drafts for each group. Discussed particular points that are of interest to Pima County Board of Supervisors and County Manager.

Worked with Pima staff, assisted in securing funding, reviewing and preparing Power Point presentations, Handouts, Vision To Action and agendas for the Bridges Out of Poverty Symposium to be held in Tucson. Planed and scheduled Symposium dates, agendas, prepare presentations by Pima Board of Supervisors, County Manager, made lists to invite city elected officials, school boards, state legislators, Community Based Organizations and Faith Based Organizations.

Reviewed, analyzed and discussed the following reports:

1. Funds of Knowledge;
2. Collective Impact
3. Tamarak Institute Community Assessment;
4. FINRA Conference on Working Bridges;
5. Tamarak Institute of Canada; and
6. Pay for Success Initiative.

Facilitated BOOP Symposium for Pima County Business, Economic Development, K-12, Post-Secondary Education, Government, Faith-Based and Non-Profit, Law Enforcement, Judicial Leaders, Practitioners Training Sessions, Manufacturing and Health Care Business leaders' presentations.

Discussed with Pima County staff follow-up sessions, prepared and presented to the Pima County Poverty Leadership the BOOP Initiative, summary of Symposium for Pima County Leaders, Practitioners Training, Manufacturing and Health Care Business leaders' presentations

Followed up and facilitated the Bridges Out of Poverty second round Symposium, for Community Based and Faith Based Organization practitioners, Manufacturing and Health Care Business leaders presentations

Discussed with Pima staff and national consultant the results of BOOP Symposium for Pima County Leadership, Practitioners Training, Manufacturing and Health Care Business leaders' presentations.

Worked with Pima Staff and national consultant began discussing the Next Steps to present to County Board and Manager. In addition, we prepared Power Point Presentation for Faith Based Organizations. Over 50 religious groups were present and eager to participate with Pima in the BOOP Initiative.

Participated and discussed with Pima Deputy Manager and staff the BOOP Next Steps and memorandums for County Manager.

Discussed various issues of the Old Nogales Highway Colonia (ONHC) with Supervisor. With Dr. John Moffatt met with three the Nogales Highway Colonia community leaders. Issues discussed included: flooding of neighborhood, street conditions, dust and health repercussions, fire and police response, city and county planning processes, future development and road construction around Colonia, neighborhood organizing and prioritization of issues to present to Board of Supervisors.

Communicated with Board of Supervisor, County Staff and community members regarding ONHC issues. Communicated Pima County's position to the ONHC residents the planned Pima County projects for ONHC.

Participated in meetings with Board of Supervisor, Pima County Department Heads, Transportation staff and ONHC residents discussed issues and potential strategies to address issues in the Colonia.

Communicated with ONHC residents to secure community priorities.

Met with Transportation and County Manager staff to finalize schedule meeting, Power Point Presentation and coordination with City of Tucson staff. Attended ONHC meeting and participated in presenting Pima County activities in the Colonia. Followed up with report for Supervisor and staff regarding meeting, issues that came up in meeting and possible solutions.

Met with Board of Supervisor, Department Heads, Transportation staff followed up on the ONHC issues and potential strategies to address issues in Colonia. Spoke with community leaders and gathered information about presentations to the Mexican Council and Spanish/Mexican newspaper articles.

Met with Pima County Director and staff to further discuss State of Arizona Unemployment Insurance (UI) client flow, mandatory services and workshops. Researched UI Forms, requirements and prepared strategies to resolve client flow issues. Scheduled meeting and met with UI Manager and staff to discuss Pima UI issues. Resolved concerns and issues. UI Manager and staff will be available for training of Pima and Partner One Stop Partners and claimants.

Researched, analyzed, communicated and discussed implications for Pima County federal and state workforce, economic development and sector strategies policies and operational implications and preparedness.

Met and worked with all Arizona Counties and City of Phoenix staff to discuss the Workforce Innovation and Opportunity Act, federal and state workforce and economic development positions and with the Counties and City representatives developed strategies and positions to leverage Pima County's workforce and economic development positions to ensure local autonomy and decision-making benefits for Pima County are maintained and/or enhanced,

Discussed with USDOL and DES the Local Workforce Development Board composition and selection of One-Stop Operator. Followed up with Pima and state staff on implementation issues and participation in implementation task forces to ensure Pima's input into the policy and implementation of Workforce Innovation and Opportunity Act (WIOA).

Met with USDOL and Office of Management and Budget staff and discussed various fiscal and program issues which have impact on Pima County,

Met with USDO, OMB and state staff to discuss the WIOA Proposed Regulations and the impact on Pima County. Presented positions and alternatives to prevent Pima County liabilities and program findings.

Prepared, attended, participated and represented Pima County in two day Technical Assistance meeting with US DOL Regional Director and staff, State staff and all state WIA Directors. Discussed with USDOL Regional Administrator and staff various WIOA topics, policies, implementation and task forces to ensure Pima County's smooth implementation of Workforce Innovation and Opportunity Act (WIOA).

Researched, analyzed and prepared information related to the implementation of the WIOA. We communicate with Pima County staff to discuss implications for Pima County

Represented Pima County in the following meetings:

1. Workforce Arizona Council (appointed by Governor);
2. State WIOA Implementation Task Force;
3. WIOA Policy Task Force;
4. WIOA Governance Task Force;
5. As Pima County representative Chaired WIOA One Stop Operator Selection Work Group, prepare agendas, research WIOA and develop strategies for implementing One Stop Operator policies and processes;
6. Arizona Association of Workforce Directors (AAWD);
7. AAWD with Employment Security;
8. AAWD with Arizona Department of Education; and
9. AAWD with Vocational Rehabilitation.

All WIOA Implementation and related meetings are held in Phoenix.

WIOA Implementation Task Forces and Workgroups are attended by USDOL, Arizona DES, Employment Services, Vocational Rehabilitation, Arizona Department of Education, Arizona Department of Administration, Arizona Commerce Authority, Workforce Arizona Council, Community Colleges, Economic Development Organizations, Non-Profit Community Based and Faith Based Organizations, Veterans, business and business representatives.

As representative of Pima County, we engage in discussions with US Department of Labor, US Office of Management and Budget (OMB), US Department of Education, US Department of Health and Human Services, Arizona Department of Economic Security, WIOA, Vocational Rehabilitation, Employment Services, Arizona Department of Education, Arizona Commerce Authority, Workforce Arizona Council, counties, cities, Non-Profit and Faith Based Organizations, for profit businesses, business organizations and interested parties providing various services to adult, youth, dislocated workers, veterans, homeless and others.

As representative of Pima County, chair the One Stop Operator Workgroup, prepare agendas, research WIOA and develop strategies for implementing One Stop Operator policies and processes.

Attended and represented Pima County at the Workforce Arizona Association of Workforce Directors (AAWD) in meetings to discuss the WIOA Implementation DOL Employment and Training Guidance Letters, state implementation process, task forces policies and issues.

Attended and represented Pima County at Workforce Arizona Council (WAC) general meetings, subcommittee meetings, AAWD meetings and WIOA Core Partners (Department of Education, DES Employment Services, Vocational Rehabilitation and Adult, Youth and Dislocated Workers Programs. meetings.

Prepared, attended and participated in two day Technical Assistance meeting with all Arizona WIA Directors. Followed up with Pima County and state staff on implementation issues and participation in implementation task forces to ensure Pima County's input into the policy and implementation of WIOA.

Researched, analyzed, communicated and discuss in various meetings with federal and state staffs the implications of WIOA DOL Proposed Regulations and state policies for Pima County and to ensure benefits to Pima County.

Provided information on Jump Starting the WIOA Implementation and Youth RFPs, discussed integrated service delivery, actions by State of Arizona staff and attended Workforce Arizona Council and its Committees meetings.

Discussed Sector Strategies in conference calls with USDOL, USDOE and USHHS to ensure integrated service delivery, actions by State of Arizona staff and Workforce Arizona Council and its Committees.

Represented Pima County, prepared, attended and participated in meeting with all state WIA and Adult Education Directors.

Researched, analyzed, communicated and discussed implications for Pima County, items to prepare and ensure benefits to Pima County, policy and operational implications and preparedness, leveraging with other counties and cities to ensure local autonomy and decision-making, regarding: Transition from WIA to WIOA.

Prepared Power Point, presented and facilitated the Pima County Workforce Investment Board's Annual Retreat Meeting. Presented areas of Board participation in coordinating and facilitating Pima County's Workforce System with business and community efforts to increase work opportunities and self-sufficiency for Pima County residents.



Youth Career Connect

Our Mission

- Drive innovation-based economic prosperity that is shared and sustainable and continuously improves quality of life in our region.



About IFA

- Innovation Frontier Arizona
- 4 Counties: Cochise, Pima, Santa Cruz and Yuma
- Workforce system partners
- Education system partners: community colleges, universities, K-12 school districts, JTEDs
- Industries: Aerospace/Defense, Logistics, Green/Renewables, Health Sciences



H1-B Training Grants

High-Skill Occupations:

Engineers, Information Technology professionals, Mathematicians, Scientists

Visa fees fund grants

Administered by U.S. Dept. of Labor

Used to train domestic workforce

Must be linked to H1-B occupations



Youth CareerConnect Competition

High-school students
Pathway to H1-B jobs
Industry-specific instruction
Small Learning
Communities
Mentoring, Internships
Initial roll-out in Fall 2014
25% matching funds from
state ADM etc



IFA CareerConnect Proposal

Grades 11-14
JTED, Pima Community College,
Yuma Union High School District,
Arizona Western College, Center
for Academic Success (Sierra
Vista), Cochise College
Industries: Manufacturing, Bio-
Tech, Cyber Security, Health
Information Technology, Aviation
Technology

Grades 9-12
STEM Foundations
Santa Cruz County Supt. of
Schools, Metromatematicas



Required Core Elements

- 1. Core Element 1: Integrated Academic and Career-Focused Learning
- 2. Core Element 2: Employer Engagement
- 3. Core Element 3: Individualized Career and Academic Counseling
- 4. Core Element 4: Work-based Learning and Exposure to the World of Work
- 5. Core Element 5: Program Sustainability
- 6. Core Element 6: Program Performance and Outcomes



Performance Targets

Unduplicated number served over four years	940
Year One - Information Technology (Yuma, Tucson and Sierra Vista)	45
Year One - Industrial Technology (Yuma and Tucson)	35
Year One - Bio-Tech (Tucson)	40
Year One - Aviation Technology (Tucson)	15
Year One - STEM Foundations (Nogales/Rio Rico)	50
Formal mentoring	274
Internships	525
Number of post-secondary credits	12,000
Yearly retention rate	86%
Four-year retention rate	75%



Grant Agreement



→ Term: April 1, 2014, thru September 30, 2018
Federal Project Officer in San Francisco-ETA R. 6
Equipment prior approval
Program income
Quarterly reports
Consultants \$585/day max
Restrictions on publicity
PCC is a subrecipient
Intellectual property

Contacts




IFA partners achieved
→ Jim Mize – (520) 243-6703
jmize@pima.gov
→ Nils Urman -- (520) 313-3434
nle.berman@pima.gov
→ Dorothee Harmon – (520) 243-6760
dharmon@pima.gov

LOYOLA Associates (EIN 43-1986257)
Pima County Community Development Initiatives
Contract Number: CT-CED-14-00000-00000-00000-030
July 1 to August 31, 2014 Invoice

Invoice Number: CT-CED-15*034

Task	Amended Contract Activity	Nature of work Performed	Meeting Location	Dates Worked	Hours Worked
A	Provide consulting and technical expertise regarding the organization, funding, economic and social development of communities. <ol style="list-style-type: none"> 1. Aiding disadvantaged communities; 2. Planning and organizing community neighborhoods to participate in and benefit from economic and workforce development projects in the County; and 3. Coordination of County and community projects with the state and federal agencies and funding resources. 				
B 1	Develop strategic plans, reports, policies and priorities including: <ol style="list-style-type: none"> a. Planning process design; b. Gathering community and/or stakeholder input, conducting surveys and facilitating focus groups, meetings or public hearings; c. Research and reports; d. Developing draft narratives and integrating comment; and e. Identify funding and other outside resources that respond to community needs. 	During this period we researched, analyzed and communicated via telephone, email text and face to face regarding various articles on economic development activities that would benefit Pima County, including: Mexican Trade, Global Fluent Metro Areas, Sun Corridor Videos, Business Partnerships, White House Ready to Work Initiative, Cong. Paul Ryan's Poverty Plan, Tucson's Economic	Office Office Office Office Office Office Office	7/8/14 7/11/14 7/14/14 7/23/14 7/28/14 7/30/14 8/7/14	3 Hrs. 2 Hrs. 1 Hrs. 2 Hrs. 2 Hrs. 1 Hr. 2 Hrs.



[illegible]

	<ul style="list-style-type: none"> a. Literature reviews to identify research findings, best practices or ideas for innovation, policy trends and other planning-related information; b. Data collection and analysis to assess community need in local, regional, state or national context; c. Resource identification especially of local and state economic development programs; d. Data mapping; e. Legislative, regulatory and procedural changes that impact on County departments and program strategies. f. Replaced with e above; g. Attend workforce, economic development and social service policy meetings and analyze and report impact on County program and communities 				
B 5	<p>Developing program strategies and resources, including:</p> <ul style="list-style-type: none"> a. Anticipating, analyzing and responding to changes in federal legislation and in local state development programs; b. Helping County departments and communities to understand state and federal changes and the impact on the programs and communities; c. Collecting and analyzing program performance data; d. Locating fund resources and developing program strategies that compete for the available resources; e. Writing grant applications and modifications. 	<p>During this period we researched, analyzed and communicated via telephone, email text and face to face to discuss implications for Pima County, items to prepare and ensure benefits to Pima County, policy and operational implications and preparedness, leveraging with other counties and cities to ensure local autonomy and decision-making, regarding: Sector Strategies, the federally funded Employment and Training Workforce Investment Act (WIA) amendments, policies, or new legislation, Workforce Innovation and Opportunity Act WIOA passed by Congress, submitted to and signed by Pres. Obama, conference calls with USDOL, USDOE and USHHS, discussed integrated service delivery,</p>	<p>Office Tucson Office Office Phoenix Office Phoenix Office Office Office Office</p>	<p>7/9/14 7/14/14 7/23/14 7/24/14 7/25/14 7/28/14 7/30/14 8/1/14 8/2/14 8/14/14 8/15/14</p>	<p>1 Hr. 7 Hrs. 3 Hrs. 3 Hr. 3 Hr. 1 Hr. 4 Hrs. 1 Hr. 1 Hrs. 4 Hrs. 6 Hrs.</p>



		<p>actions by State of Arizona staff and Workforce Arizona Council and its Committees and attended WAC meetings.</p> <p>As requested prepared, attended and participated in two day Technical Assistance meeting with US DOL Regional Director and staff, State staff and all state WIA Directors. Discussed various WIOA topics , policies, implementation and task forces to ensure smooth implementation</p> <p>As requested prepared, attended and participated in two day Technical Assistance meeting with all state WIA Directors. Followed up with Pima and state staff on implementation issues and participation in implementation task forces to ensure Pima's input into the policy and implementation of WIOA.</p>	<p>Phoenix Phoenix Phoenix</p> <p>Phoenix Sedona Sedona Sedona</p>	<p>8/11/14 8/12/14 8/13/14</p> <p>8/18/14 8/19/14 8/20/14 8/21/14</p>	<p>1 Hr. 8 Hrs. 8 Hrs.</p> <p>4 Hrs. 4 Hrs. 8 Hrs. 8 Hrs.</p>
B 6	<p>Conduct formative and summative evaluation of projects, programs and or systems including:</p> <ul style="list-style-type: none"> a. Developing evaluation plans and continuous improvement process; b. Identifying and designing appropriate process outcome and customer satisfaction measures; c. Designing and conducting surveys, interviews, testing or other data collection methods; d. Developing two-and five-year longitudinal studies to evaluate program impacts; e. Designing, developing and improving data management systems; f. Providing statistical analysis; 				

	g. Writing and presenting reports on findings and recommendations; and h. Consulting on continuous improvement, design changes and corrective action.				
Total					142 Hrs.

142 Hrs. X \$90.00/Hr. = \$12,780.00

Invoice includes all subcontractor, travel, lodging and per diem costs.

Total Amount Due = \$12,780.00

Submitted to Hank Atha, Deputy County Administrator


Jose Gabriel Loyola, President

Thank you

*GK to PG
 JGA.
 9-29-14*

LOYOLA Associates (EIN 43-1986257)
Pima County Community Development Initiatives
Contract Number: CT-CED-14-00000-00000-00000-030
September 1 to October 31, 2014 Invoice

Invoice Number: CT-CED-15*035

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Task	Amended Contract Activity	Nature of work Performed	Meeting Location	Dates Worked	Hours Worked
A	Provide consulting and technical expertise regarding the organization, funding, economic and social development of communities. 1. Aiding disadvantaged communities; 2. Planning and organizing community neighborhoods to participate in and benefit from economic and workforce development projects in the County; and 3. Coordination of County and community projects with the state and federal agencies and funding resources.	Via telephone, emails and text discussed various issues of the Nogales Highway Colonia with Supervisor, then as requested by Supervisor met with three the Nogales Highway Colonia community leaders of along with Dr. John Moffatt. Issues discussed included: flooding of neighborhood, street conditions, dust and health repercussions, fire and police response, city and county planning processes, future development and road construction around Colonia, neighborhood organizing and prioritization of issues to present to Board of Supervisors. Followed up with Supervisor and provided information.	Office Tucson	10/10/14 10/27/14 10/20/14	1 Hr. 6 Hr.
B 1	Develop strategic plans, reports, policies and priorities including: a. Planning process design; b. Gathering community and/or stakeholder input, conducting surveys and facilitating focus groups, meetings or public hearings; c. Research and reports; d. Developing draft narratives and integrating comment; and	During this period we researched, analyzed and communicated via telephone, email text and face to face regarding various articles on economic development activities that would benefit Pima County, including: Social Innovation Fund, Phoenix MBDA's Annual Global Conference and Strengthening Ties with Mexico	Office Office Office	9/29/14 9/30/14 10/10/14	1 Hr. 2 Hrs 2 Hrs

MEMORANDUM

	e. Identify funding and other outside resources that respond to community needs.				
B 2	Event planning including coordinating, implementing, and overseeing planning efforts for large events such as conferences, seminars, and trainings.				
B 3	Community development and facilitation services including: <ul style="list-style-type: none"> a. Identifying community issues; b. Identifying key stakeholders; c. Providing community education and public presentations; d. Developing community based strategies; e. Identifying funding and outside resources that respond to community issues; f. Facilitating group discussions among stakeholders; g. Implementing strategies; and h. Monitoring results. 	<p>During this period we communicated and discussed via telephone, email, text and face to face with Pima staff and national presenter regarding Bridges Out Of Poverty (BOOP) presentations, Agendas and Handouts for the BOOP Symposium for Pima County Leaders, Practitioners and Business Groups. Reviewed and analyzed the U of A Poverty Report. Reviewed several Power Point Presentation Drafts for each group. Discussed particular points that are of interest to Pima County Board of Supervisors and County Manager.</p> <p>Facilitated BOOP Symposium for Pima County Leaders, Practitioners Training, Manufacturing and Health Care Business leaders' presentations.</p> <p>Discussed with Pima Staff, prepared and presented to the Pima County Poverty Leadership the BOOP Initiative, summary of Symposium for Pima County Leaders, Practitioners Training, Manufacturing and Health Care Business leaders' presentations</p>	<p>Office Office Office Office</p> <p>Tucson Tucson Tucson</p> <p>Office Tucson</p>	<p>9/2/14 9/3/14 9/4/14 9/5/14</p> <p>9/7/14 9/8/14 9/9/14 9/10/14</p> <p>9/12/14 9/15/14</p>	<p>1 Hrs. 6 Hrs. 4 Hr. 4 Hrs.</p> <p>4 Hrs. 8 Hrs. 8 Hrs. 8 Hrs.</p> <p>2 Hrs. 8 Hrs.</p>

		<p>Via telephone calls, emails and texts discussed with Pima staff and national consultant the results of BOOP Symposium for Pima County Leaders, Practitioners Training, Manufacturing and Health Care Business leaders' and Pima County Poverty Leadership presentations. In addition we discussed and later reviewed and analyzed the following reports: Funds of Knowledge, Collective Impact, Tamarak Institute Community Assessment, FINRA Conference on Working Bridges, Tamarak Institute of Canada and Pay for Success Initiative.</p>	Office	9/18/14	2 Hrs.
			Office	9/19/14	2 Hrs.
			Office	9/22/14	7 Hrs.
			Office	9/26/14	6 Hrs.
		<p>Working with Pima Staff and national consultant began discussing the Next Steps to present to County Board and Manager. In addition, we prepared Power Point Presentation for Faith Based Organizations. Over 50 religious groups were present and eager to participate with Pima in the BOOP Initiative.</p>	Office	10/3/14	3 Hrs.
			Office	10/6/14	2 Hrs.
			Office	10/7/14	1 Hr.
			Tucson	10/9/14	8 Hrs.
		<p>As requested participated in conference call with Pima Deputy Manager and discussed the BOOP Next Steps and memorandums for County Manager.</p>	Office	8/24/14	2 Hrs.
B 4	<p>Research services including:</p> <p>a. Literature reviews to identify research findings, best practices or ideas for innovation, policy trends and other planning-related information;</p>				

	<ul style="list-style-type: none"> b. Data collection and analysis to assess community need in local, regional, state or national context; c. Resource identification especially of local and state economic development programs; d. Data mapping; e. Legislative, regulatory and procedural changes that impact on County departments and program strategies. f. Replaced with e above; g. Attend workforce, economic development and social service policy meetings and analyze and report impact on County program and communities 				
B 5	<p>Developing program strategies and resources, including:</p> <ul style="list-style-type: none"> a. Anticipating, analyzing and responding to changes in federal legislation and in local state development programs; b. Helping County departments and communities to understand state and federal changes and the impact on the programs and communities; c. Collecting and analyzing program performance data; d. Locating fund resources and developing program strategies that compete for the available resources; e. Writing grant applications and modifications. 	<p>During this period we attended and represented Pima County at Arizona Association of Workforce Directors (AAWD), Workforce Arizona Council (WAC) subcommittee and general meetings and meetings with DOL. As part of the Workforce Innovation and Opportunity Act (WIOA) Implementation we have been asked to participate in Implementation Task Forces meetings held in Phoenix. We continue to research, analyze and communicate via telephone, emails, text and face to face to discuss implications for Pima County, items to prepare and ensure benefits to Pima County, policy and operational implications and preparedness, leveraging with other counties and cities to ensure local autonomy and decision-making, regarding: Sector Strategies, the federally</p>	<p>Phoenix Phoenix Phoenix Phoenix Office Office Office Office Office Office Tucson Phoenix</p>	<p>9/17/14 9/23/14 9/24/14 9/25/14 9/26/14 10/5/14 10/6/14 10/13/14 10/14/14 10/16/14 10/20/14 10/21/14</p>	<p>3 Hrs. 3 Hrs. 8 Hrs. 4 Hrs. 1 Hr. 3 Hrs. 3 Hrs. 3 Hrs. 3 Hrs. 2 Hrs. 2 Hrs. 3 Hrs.</p>

		<p>funded Employment and Training Workforce Investment Act (WIA) amendments, policies, or new legislation, conference calls with USDOL, USDOE and USHHS, discussed integrated service delivery, actions by State of Arizona staff and Workforce Arizona Council and its Committees.</p> <p>As requested prepared, attended and participated in meeting with all state WIA and Adult Education Directors. Also discussed the Local Workforce Development Board composition and procurement of One-Stop Operator. Followed up with Pima and state staff on implementation issues and participation in implementation task forces to ensure Pima's input into the policy and implementation of WIOA.</p> <p>As requested participated in conference call with Deputy County Manager to update and discuss critical Implementation issues.</p>	<p>Phoenix</p> <p>Office</p>	<p>10/22/14</p> <p>10/29/14</p>	<p>6 Hrs.</p> <p>2 Hrs.</p>
B 6	<p>Conduct formative and summative evaluation of projects, programs and or systems including:</p> <ul style="list-style-type: none"> a. Developing evaluation plans and continuous improvement process; b. Identifying and designing appropriate process outcome and customer satisfaction measures; 				



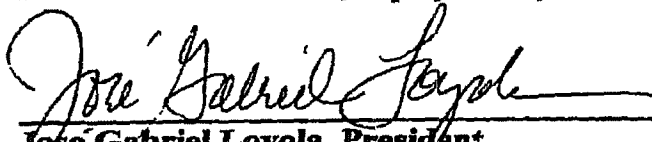
	c. Designing and conducting surveys, interviews, testing or other data collection methods; d. Developing two-and five-year longitudinal studies to evaluate program impacts; e. Designing, developing and improving data management systems; f. Providing statistical analysis; g. Writing and presenting reports on findings and recommendations; and h. Consulting on continuous improvement, design changes and corrective action.				
Total					144 Hrs.

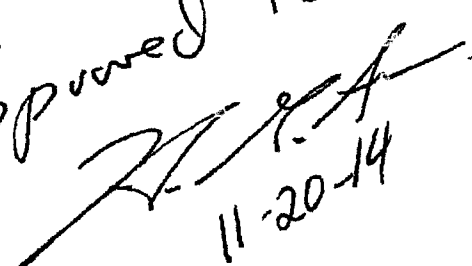
144 Hrs. X \$90.00/Hr. = \$12,960.00

Invoice includes all subcontractor, travel, lodging and per diem costs.

Total Amount Due = \$12,960.00

Submitted to Hank Atha, Deputy County Administrator


Jose Gabriel Loyola, President

Approved to Pay

11-20-14

Thank you


LOYOLA Associates (EIN 43-1986257)
Pima County Community Development Initiatives
Contract Number: CT-CED-14-00000-00000-00000-030
November 2014 Invoice


Invoice Number: CT-CED-15*035


Task	Amended Contract Activity	Nature of work Performed	Meeting Location	Dates Worked	Hours Worked
A	Provide consulting and technical expertise regarding the organization, funding, economic and social development of communities. <ol style="list-style-type: none"> 1. Aiding disadvantaged communities; 2. Planning and organizing community neighborhoods to participate in and benefit from economic and workforce development projects in the County; and 3. Coordination of County and community projects with the state and federal agencies and funding resources. 				
B 1	Develop strategic plans, reports, policies and priorities including: <ol style="list-style-type: none"> a. Planning process design; b. Gathering community and/or stakeholder input, conducting surveys and facilitating focus groups, meetings or public hearings; c. Research and reports; d. Developing draft narratives and integrating comment; and 	During this period we researched, analyzed and communicated via telephone, email text and face to face regarding various articles on economic development activities that would benefit Pima County, including: Who Benefits From Federal Tax Subsidies, Arizona Tech Council, Techfetch.com and Brookings Institute-Interactive Trade Mapping.	Office Office	11/7/14 11/14/14	2 Hrs. 1 Hrs.

LOYOLA Associates (EIN 43-1986257)
Pima County Community Development Initiatives
Contract Number: CT-CED-14-00000-00000-00000-030
November 2014 Invoice

Invoice Number: CT-CED-15*034

Task	Amended Contract Activity	Nature of work Performed	Meeting Location	Dates Worked	Hours Worked
A	Provide consulting and technical expertise regarding the organization, funding, economic and social development of communities. <ol style="list-style-type: none"> 1. Aiding disadvantaged communities; 2. Planning and organizing community neighborhoods to participate in and benefit from economic and workforce development projects in the County; and 3. Coordination of County and community projects with the state and federal agencies and funding resources. 				
B 1	Develop strategic plans, reports, policies and priorities including: <ol style="list-style-type: none"> a. Planning process design; b. Gathering community and/or stakeholder input, conducting surveys and facilitating focus groups, meetings or public hearings; c. Research and reports; d. Developing draft narratives and integrating comment; and 	During this period we researched, analyzed and communicated via telephone, email text and face to face regarding various articles on economic development activities that would benefit Pima County, including: Who Benefits From Federal Tax Subsidies, Arizona Tech Council, Techfetch.com and Brookings Institute-Interactive Trade Mapping.	Office Office	11/7/14 11/14/14 	2 Hrs. 1 Hrs.

	e. Identify funding and other outside resources that respond to community needs.				
B 2	Event planning including coordinating, implementing, and overseeing planning efforts for large events such as conferences, seminars, and trainings.	Participated in meeting and conference calls for planning the Bridges Out of Poverty Next Steps.	Office	11/4/14 	2 Hrs.
B 3	Community development and facilitation services including: a. Identifying community issues; b. Identifying key stakeholders; c. Providing community education and public presentations; d. Developing community based strategies; e. Identifying funding and outside resources that respond to community issues; f. Facilitating group discussions among stake holders; g. Implementing strategies; and h. Monitoring results.				
B 4	Research services including: a. Literature reviews to identify research findings, best practices or ideas for innovation, policy trends and other planning-related information; b. Data collection and analysis to assess community need in local, regional, state or national context; c. Resource identification especially of local and state economic development programs; d. Data mapping; e. Legislative, regulatory and procedural changes that impact on County departments and program strategies. f. Replaced with e above;				

	g. Attend workforce, economic development and social service policy meetings and analyze and report impact on County program and communities				
B 5	<p>Developing program strategies and resources, including:</p> <ul style="list-style-type: none"> a. Anticipating, analyzing and responding to changes in federal legislation and in local state development programs; b. Helping County departments and communities to understand state and federal changes and the impact on the programs and communities; c. Collecting and analyzing program performance data; d. Locating fund resources and developing program strategies that compete for the available resources; e. Writing grant applications and modifications. 	<p>During this period we researched, analyzed and communicated via telephone, email text and face to face to discuss implications for Pima County, items to prepare and ensure benefits to Pima County, policy and operational implications and preparedness, leveraging with other counties and cities to ensure local autonomy and decision-making, regarding: Transition From Workforce Investment Act (WIA) to Workforce Innovation and Opportunity Act (WIOA), represented Pima County in Governance Task Force, Policy Task Force and One Stop Operator Work Group. Participated in AZ Directors' Meetings and conference calls with USDOL, USDOE and USHHS.</p>	<p>DES/Phoenix Office Office DES/Phoenix ACA/Phoenix Office Office Office</p> 	<p>11/3/14 11/10/14 11/12/14 11/18/14 11/20/14 11/24/14 11/25/14 11/26/14</p>	<p>2 Hrs. 2 Hrs. 2 Hrs. 3 Hrs. 4 Hrs. 2 Hrs. 2 Hrs. 1 Hr.</p>
B 6	<p>Conduct formative and summative evaluation of projects, programs and or systems including:</p> <ul style="list-style-type: none"> a. Developing evaluation plans and continuous improvement process; b. Identifying and designing appropriate process outcome and customer satisfaction measures; c. Designing and conducting surveys, interviews, testing or other data collection methods; d. Developing two-and five-year longitudinal studies to evaluate program impacts; 				


	e. Designing, developing and improving data management systems; f. Providing statistical analysis; g. Writing and presenting reports on findings and recommendations; and h. Consulting on continuous improvement, design changes and corrective action.				
Total					

23 Hrs. X \$90.00/Hr. = \$2,070.00

Invoice includes all subcontractor, travel, lodging and per diem costs.

Total Amount Due = \$2,070.00

Submitted to Hank Atha, Deputy County Administrator


Jose Gabriel Loyola, President

*OK to Pay
76.*

Thank you

LOYOLA Associates (EIN 43-1986257)
Pima County Community Development Initiatives
Contract Number: CT-CED-14-00000-00000-00000-030
December 2014 Invoice

Invoice Number: CT-CED-15*037

Task	Amended Contract Activity	Nature of work Performed	Meeting Location	Dates Worked	Hours Worked
A	Provide consulting and technical expertise regarding the organization, funding, economic and social development of communities. <ol style="list-style-type: none"> 1. Aiding disadvantaged communities; 2. Planning and organizing community neighborhoods to participate in and benefit from economic and workforce development projects in the County; and 3. Coordination of County and community projects with the state and federal agencies and funding resources. 				
B 1	Develop strategic plans, reports, policies and priorities including: <ol style="list-style-type: none"> a. Planning process design; b. Gathering community and/or stakeholder input, conducting surveys and facilitating focus groups, meetings or public hearings; c. Research and reports; d. Developing draft narratives and integrating comment; and 	During this period we researched, analyzed and communicated via telephone, email text and face to face regarding various articles on economic development activities that would benefit Pima County GAO Report-Education and Workforce Data: Challenges in Matching Student and Workforce Information....	Office	12/20/14	2 Hrs.

	e. Identify funding and other outside resources that respond to community needs.				
B 2	Event planning including coordinating, implementing, and overseeing planning efforts for large events such as conferences, seminars, and trainings.				
B 3	<p>Community development and facilitation services including:</p> <ul style="list-style-type: none"> a. Identifying community issues; b. Identifying key stakeholders; c. Providing community education and public presentations; d. Developing community based strategies; e. Identifying funding and outside resources that respond to community issues; f. Facilitating group discussions among stake holders; g. Implementing strategies; and h. Monitoring results. 	<p>Via telephone, text and emails</p> <p>Communicated with Board of Supervisor, County Staff and community members regarding Old Nogales Highway Colonia (ONHC) issues. Communicated Pima County's position on projects for ONHC</p>	<p>Office</p> <p>Office</p> <p>Office</p> <p>Office</p>	<p>12/9/14</p> <p>12/10/14</p> <p>12/16/14</p> <p>12/17/14</p>	<p>1 Hr.</p> <p>2 Hrs.</p> <p>4 Hrs.</p> <p>2 Hrs.</p>
B 4	<p>Research services including:</p> <ul style="list-style-type: none"> a. Literature reviews to identify research findings, best practices or ideas for innovation, policy trends and other planning-related information; b. Data collection and analysis to assess community need in local, regional, state or national context; c. Resource identification especially of local and state economic development programs; d. Data mapping; e. Legislative, regulatory and procedural changes that impact on County departments and program strategies. f. Replaced with e above; 				

	g. Attend workforce, economic development and social service policy meetings and analyze and report impact on County program and communities				
B 5	<p>Developing program strategies and resources, including:</p> <ul style="list-style-type: none"> a. Anticipating, analyzing and responding to changes in federal legislation and in local state development programs; b. Helping County departments and communities to understand state and federal changes and the impact on the programs and communities; c. Collecting and analyzing program performance data; d. Locating fund resources and developing program strategies that compete for the available resources; e. Writing grant applications and modifications. 	<p>During this period we researched, analyzed and communicated via telephone, email text and face to face to discuss implications for Pima County, items to prepare and ensure benefits to Pima County, policy and operational implications and preparedness, leveraging with other counties and cities to ensure local autonomy and decision-making, regarding: Transition From Workforce Investment Act (WIA) to Workforce Innovation and Opportunity Act (WIOA), represented Pima County in Governance Task Force, Policy Task Force and One Stop Operator Work Group. Participated in AZ Directors' Meetings and conference calls with USDOL, USDOE and USHHS. Provided information on Jump Starting the WIOA Implementation and Youth RFPs, discussed integrated service delivery, actions by State of Arizona staff and attended Workforce Arizona Council and its Committees meetings. Participated and attended the Pima County Annual WIB Meeting. Met with staff regarding WIOA.</p>	<p>DES/Phoenix Office Office Tucson Office DES/Phoenix Office</p>	<p>12/2/14 12/9/14 12/10/14 12/12/14 12/15/14 12/16/14 12/18/14</p>	<p>3 Hrs. 2 Hrs. 2 Hrs. 6 Hrs. 2 Hrs. 4 Hrs. 2 Hrs.</p>
B 6	Conduct formative and summative evaluation of projects, programs and or systems including:				

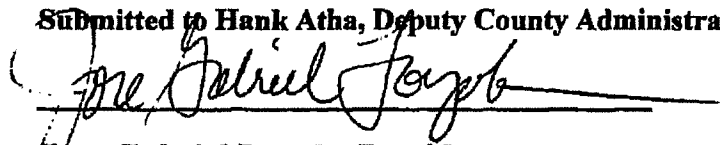
	<ul style="list-style-type: none"> a. Developing evaluation plans and continuous improvement process; b. Identifying and designing appropriate process outcome and customer satisfaction measures; c. Designing and conducting surveys, interviews, testing or other data collection methods; d. Developing two-and five-year longitudinal studies to evaluate program impacts; e. Designing, developing and improving data management systems; f. Providing statistical analysis; g. Writing and presenting reports on findings and recommendations; and h. Consulting on continuous improvement, design changes and corrective action. 				
Total					32 Hrs.

32 Hrs. X \$90.00/Hr. = \$2,880.00

Invoice includes all subcontractor, travel, lodging and per diem costs.

Total Amount Due = \$2,880.00

Submitted to Hank Atha, Deputy County Administrator


Jose Gabriel Loyola, President

Thank you

Hank Atha

From: jgloyola@cox.net
Sent: Tuesday, October 28, 2014 3:53 PM
To: Hank Atha; Arthur Eckstrom; Charles Casey; Dorothee Harmon
Cc: Celina Cuaron
Subject: September Update

Hank, per your request here is the September update. Next week I will send you the October update.

During September we worked with Art, Dorothee, Casey and Bonnie to review, edit, comment and finalize the Bridges Out of Poverty presentations. We reviewed several versions of Power Point Presentations since there were three presentations made.

On September 8, 2014, I facilitated the Bridges Out of Poverty presentation to the community leaders at the Doubletree Hotel. You attended this session and noticed that the Ballroom was packed...standing room only. Members from the Pima Board of Supervisors, county officials, City elected and staff, various state legislators, School Boards members, Non Profit and Faith Based Organizations were in attendance. The count was over 150 in attendance.

On September 9th, I also facilitated an all day session with practitioners from various county, city and Non Profit and Faith Based organizations. At this session we had over 50 attendees.

On September 10th, we hosted two sessions. The first session was with Manufacturers and the second session was with Health Care providers.

All sessions were very successful as you know and as a result Chuck Huckleberry has given follow up assignments. We followed up with debriefings and via conference calls talked about the next steps.

As you know the Bridges Out of Poverty is NOT a Workforce initiative ONLY. The Board and County Manager have directed that all Pima County Departments be included. As a result of this directive I was asked to make a presentation at the Pima County Poverty Committee (you missed a great discussion).

In the WIOA implementation we have been active in various Task Forces. In previous communications, I have mentioned to you that this process has been very inclusive (unlike previous state attempts to develop and implement policies). If you wish to listen in or join any of the Task Forces we can provide you with the meeting date, hour and phone number.

The following is a list of the Task Forces: Policy, Governance, Performance Accountability, Fiscal, Regionalism, Labor Market, Staff Development and Business Outreach. I was asked to be in Policy and Governance (I was asked to co-lead one).

In addition, we have a meeting with state staffs (Feds also join us) and all Task Forces members. We discuss all work and overlaps to ensure that the work is not duplicated or contradicted.

I was asked to co-lead the Governance and participate in the Policy Task Forces. We have Pima Staff in all Task Forces.

All Task Forces are meeting every two weeks and I go to the state buildings to participate (face to face). It is important to know that unlike previous legislation this new one forces the core programs in the legislation (Employment Service, Adult Ed, Voc. Rehab and Adult, Youth and Dislocated Workers to KNOW each other's programs, policies and services. The first weeks have been to review each program.

The WIA Directors (I was invited to attend) had a two day Technical Assistance Session and they discussed the new law, issues and made recommendations to the state. In additions a meeting with Employment Security leaderships and Regional Managers was held. In the meeting numerous issues were discussed and agreed on by DES and Directors.

The Executive Committee of state Council met and on Rosh Hashanah the whole state Council met and was given a briefing on the legislation, the task forces and more. I represented Pima at both meetings.

As a result of this new partnership between the state and local areas DOL has been talking to other states and regions on how we are collaborating.

The cooperation is very interesting since the state staffs may be replaced by the new governor. I also think that the feds have set a tone of cooperation in addition to the fiasco of forcing policies on local areas (you attended the meetings and may remember, they were not pleasant).

Hope this update helps and look forward to providing any additional information,

--

Gabe
LOYOLA Associates

602.277.9278 Voice
602.277.9282 Fax

Pima County

Workforce Innovation and Opportunity Act

Presented by
LOYOLA Associates

Workforce Innovation and Opportunity Act

- **Goal**
- **Expand Innovative Partnerships Between Training Providers, Employers and Local Workforce System to Prepare Workers for In-Demand Occupations**

Workforce Innovation and Opportunity Act

- **Presentation will Focus on:**
 - A. Title 1 (WIB Will Need to Learn About Titles II, III, and IV)
 - B. Highlight Key Changes of Act
 - C. State Role
 - D. Local WIBs' Role
 - E. Impact on Core and Other Federal Programs

Workforce Innovation and Opportunity Act

- **DOL Priorities**
 1. Strategic Investment and Alignment
 2. Align Performance Management Measures
 3. Customer Centric Service Re-Design
 4. Building of the Field

Workforce Innovation and Opportunity Act

- **Workforce Innovation and Opportunities Act (WIOA), Signed into Law (PL113-128) July 22, 2014**
- **Law replaces Workforce Investment Act (WIA)**
- **NOT a Block Grant for Core Programs**
- **Some parts of WIOA similar some changed and it Eliminates 15 Programs**
- **Effective Date July 1, 2015**
-

Workforce Innovation and Opportunity Act

- **Regional Planning Vs. Regional Consolidation**
 - **Regional Economic Planning With Other Local Areas**
 - **Automatic Designation For Areas with 500,000 or More**
 - **Designation In Consultation With Local Elected Officials. (Unless Area Has Not Performed Successfully, and Sustained Fiscal Integrity)**

Workforce Innovation and Opportunity Act

► Legislative Significance

- A. Job-Driven Agenda
- B. Data Based Decision-making
- C. Single Unified Planning
- D. Common Measures Across Core Programs
- E. Employer Involvement
- F. Industry/Sector Partnerships

Workforce Innovation and Opportunity Act

► Funding

- WIOA Has Authorized Funding at Post-Sequestration Levels (Actual Dollar Amounts in Legislation)
- But Subject to Appropriations by Congress
- Do NOT Expect Major Increases in Funding
- If Lucky, We Will Retain Current Levels
- Restores 15% State-Set Aside

Workforce Innovation and Opportunity Act

WIA

- Title 1 Workers Investment Systems (Adult, Youth and Dislocated Workers)
- Title 2 Adult Education and Literacy
- Title 3 Workforce Investment Related Activities (Wagner-Peyser)
- Title 4 Rehabilitation Act Amendments of 1998
- Title 5 General Provisions

WIOA

- Title 1 Workforce Development Activities (Adult, Youth and Dislocated Workers)
- Title 2 Adult Education and Literacy
- Title 3 Amendments to the Wagner-Peyser Act
- Title 4 Amendments to Rehabilitation Act of 1973
- Title 5 General Provisions

Workforce Innovation and Opportunity Act

► Changes

- 1. Business Customer Measure
- 2. Same Measures for Core Programs
 - A. Adult and Dislocated Workers
 - B. Wagner-Peyser (Employment Services)
 - C. Adult Education
- D. Vocational Rehabilitation

Workforce Innovation and Opportunity Act

► Title 1

- ★ Workforce Development Activities (Adult, Youth and Dislocated Workers)
- ★ Adult Funding Formula Same Nationally and States
- ★ Youth New Focus and Mandate On Out-Of-School Youth From 30% to 75% of Funding
- ★ Transfer 100% From Adult To Dislocated Workers or From Dislocated Workers to Adult

Workforce Innovation and Opportunity Act

► WIOA Core Program Measures

- Unsubsidized Employment During 2nd Qtr. After Exiting
- Unsubsidized Employment During 4th Qtr. After Exiting
- Median Earnings
- Receipt of Secondary Diploma or Recognized Post-Secondary Credential
- Measurable Skills Gains Towards Credential or Employment
- Employer Engagement

Workforce Innovation and Opportunity Act

► Key Federal Agencies Collaborating and Planning on WIOA

- A. Department of Labor (DOL)
- B. Department of Education (DOE)
- C. Health and Human Services (HHS)
- D. Housing and Urban Development (HUD)
- E. Department of Commerce (DOC)
- F. Department of Transportation (DOT)
- G. Department of Justice (DOJ)

Workforce Innovation and Opportunity Act

► Workforce Development Board Changes

- 1. Size of Board
- 2. Capacity
- 3. Technology
- 4. Staffing
- 5. Employers Are Customers
- 6. Convene Meetings with Business
- 7. Convene Industry/Sector Partnerships
- 8. Develop New Pipelines

Workforce Innovation and Opportunity Act

► State Council

- Chair From Business Appointed By Governor
- Unified (Core Programs) 4 Year Plan (Highlights)
- Analysis of Economic Conditions and Workforce System
- Analysis of Knowledge and Skill Needs of Employers
- Describes Overall Strategies Align Technology and Data Systems Across One-Stop Partners
- Identifies Skill Needs of Workers, Job Seekers, and Employers
- Enhance Service Delivery and Efficiency In Reporting Performance Accountability

Workforce Innovation and Opportunity Act

► Workforce Development Board Changes, Cont..

- 9. Oversee Core Programs (Titles I, II, III, and IV)
- 10. Oversee Performance Measures for Core Programs
- 11. Develop Partnerships to Align Job-Seekers with Employer Needs
- 12. Serve Out-of-School Youth (From 30% to 75% expenditures)
- 13. Work-Based Training Activities

Workforce Innovation and Opportunity Act

► You were a

► Workforce Investment Board (WIB)

► Now

► Workforce Development Board (WDB)

Workforce Innovation and Opportunity Act

► Workforce Development Board Changes, Cont.

- 14. Develop a Unified Regional Plan that includes:
 - A. Adult, Dislocated Workers and Youth
 - B. Wagner-Peyser
 - C. Adult Education
 - D. Vocational Rehabilitation
 - E. Regional Economic Development Agencies
 - F. Key Industry Sectors
 - G. Discretionary Grantees
 - H. Performance Measures

Workforce Innovation and Opportunity Act

- ▶ **Workforce Development Boards**
 - ▶ A. Regional Planning Strategies
 - ▶ 1. Analysis of Regional Market Data
 - ▶ 2. Analysis of Regional Sectors or In-Demand Occupations
 - ▶ 3. Develop Sector Initiatives
 - ▶ 4. Coordinate With Regional Economic Development Services
- ▶ B. Possible Subcommittees: One-Stop Service Delivery, Youth Services and Individuals with Disabilities
- ▶ C. Youth Councils Not Mandated

Workforce Innovation and Opportunity Act

▶ Key Words used by Secretaries of Labor (Tom Perez) and Education (Arne Duncan)

- ▶ A. Knowledge
- ▶ B. Skills
- ▶ C. Industry Relevant Education
- ▶ D. Pathway to Successful Careers

Workforce Innovation and Opportunity Act

- ▶ **Workforce Development Boards**
 - ▶ A. Composition
 - ▶ 1. Business Chair
 - ▶ 2. Business Majority
 - ▶ B. Functions (Re-Emphasized)
 - ▶ 1. Regional Planning with Business and Economic Development
 - ▶ 2. Convene Business
 - ▶ 3. Convene Industry/Sector Partnerships
 - ▶ 4. Focus on Demand Occupations
 - ▶ 5. Align Services to Regional Labor Market Needs
 - ▶ 6. Increase Employer Engagement

Workforce Innovation and Opportunity Act

▶ Additional Key Words

- | | |
|---|-----------------------|
| ▶ Employer Engagement | Common Measures |
| ▶ Industry-Relevant | Innovation |
| ▶ Job-Driven/Work Based | Program Alignment |
| ▶ Skills for the 21 st Century | America's Job Centers |
| ▶ Career Pathways | Coordinated Planning |
| ▶ High-Growth/Emerging Industries | Focus on Data |
| ▶ Marketable Credentials | Coordinated Out-Reach |
| | OJT/Apprenticeship |

Workforce Innovation and Opportunity Act

▶ One-Stop Career Centers (Americas' Job Centers)

- ▶ **Mandates**
 - ▶ A. Colocation for Core Programs
 - ▶ B. Core Programs Funding Infrastructure
 - ▶ C. Eliminates Core and Intensive Services (Sequence of Services)
 - ▶ D. Replaced with Career Services
 - ▶ E. Emphasizes Best Practices And Proven/Promising Practices
 - ▶ F. Increased Focus on Industry Recognized Certificates or Credentials Linked to In-Demand Occupations

Workforce Innovation and Opportunity Act

▶ Critical Dates

- ▶ 1. January 18, 2015 Department of Labor (DOL) in partnership with Department of Education, (DOE), Health and Human Services (HHS) publish Draft Rules
- ▶ 2. July 1, 2015 Provisions take effect
- ▶ 3. State and Local Plans stay in effect for one more year
- ▶ 4. Current Performance stays in effect for one more year
- ▶ 5. January 22, 2016 DOL, DOE and HHS publish Final Rules
- ▶ 6. March 3, 2016 State Unified Plan due
- ▶ 7. March 3, 2016 State Performance levels negotiated

Workforce Innovation and Opportunity Act

► Critical Dates, Cont.

- 8. After March 2016? No date set date for Local Plans
- 9. June 30, 2016 DOL and DOE develop performance measure for effectiveness in serving employers
- 10. July 1, 2016 One-Stop Infrastructure cost requirements take effect

► July 1, 2016 New System takes effect

Workforce Innovation and Opportunity Act

► Potential Issues, Cont.

- C. Successful Workgroups
 - 1. Governance
 - 2. Performance Accountability
 - 3. One-Stop System
 - 4. E. T. P. List
- 5. Adult and Dislocated Workers
- 6. Youth
- 7. Occupational Skills
- 8. Waivers

Workforce Innovation and Opportunity Act

► Potential Issues

- A. DOL pushing Registration for ALL Job-seekers
- 1. Performance Measures Will DROP DRASTICALLY.
- 2. From 90% Performance to 30% In One Year With New System Advocated by DOL
- 3. Need to Have the Governor, Local Elected Officials, WAC, WIBs, and Public Informed

Workforce Innovation and Opportunity Act

► Potential Issues, Cont..

- D. Development of Management Information System
 - 1. Tracks Multiple Programs
 - 2. User Friendly (Business, Job-Seeker and Staffs)
 - 3. Accessible to ALL Programs
- E. National Branding, State Branding and Local Branding
 - 1. Name And Logo
 - 2. High-Skill vs. Low-Skills

Workforce Innovation and Opportunity Act

► Potential Issues, Cont.

- B. Need to Define
 - 1. Credential Attainment
 - 2. Measurable Skill Attainment
 - 3. Training Related Costs
 - 4. Employer Engagement/ Participation

Workforce Innovation and Opportunity Act

► Potential Issues, Cont.

- F. Successful Implementation and Alignment
 - 1. Need Future Regularly Scheduled Work Sessions
 - 2. Align ALL WIOA Title Programs
(We Have A New Sandbox AND Must Play In It Together)
 - 3. State Council Work In Cooperation With Workforce Development Boards
 - 4. State Staff Work With Local Staff
 - 5. Develop Better Linkages With Business

Workforce Innovation and Opportunity Act

► Potential Issues, Cont.

- G. WIOA IS A Locally Driven System
- H. County Board of Supervisors
Hold Programmatic and Fiscal
Responsibility and Liability

► **Thank You**

NOTICE OF MEETING OF THE PIMA COUNTY BOARD of SUPERVISORS

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the Pima County Board of Supervisors (BOS) and to the general public that the Pima County BOS will hold a meeting open to the public

BRIDGES OUT OF POVERTY: BUILDING COMMUNITY SUSTAINABILITY

September 8, 2014

8:30 to 11:30 a.m.

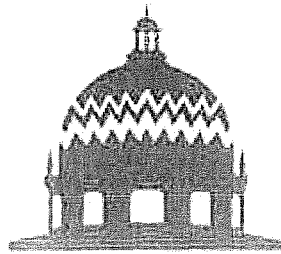
Doubletree Hotel, 445 South Alvernon Way

Welcome: Ramon Valadez, Pima County Board of Supervisors, District 2

Introduction: C.H. Huckelberry, Pima County Administrator

Presentation: Bonnie Bazata, Executive Director Saint Joseph County Bridges Out of Poverty

Discussion: J. Gabriel Loyola, Loyola Associates



PIMA COUNTY



**COMMUNITY
PARTNERSHIP**
of Southern Arizona




Tucson Community Leaders' Presentation Outline 09/08/14

1.	<p>What compels us to do this work:</p> <ul style="list-style-type: none"> ◦ Poverty is complex and historic • Poverty is growing • Poverty is expensive ◦ Poverty is a fault line that divides our communities • The path to self sufficiency is broken • If we keep doing what we've been doing, we keep getting what we've got
2.	<p>What attracted us to the Bridges idea:</p> <ul style="list-style-type: none"> • Built on an evolution of ideas ◦ Gives the 10,000 foot view • It is a growing movement: attracting many communities (particularly small to medium size) • More dynamic definition: distinguishes generational and situational poverty • Mental models give is deep insights into the difference of being resourced and under resourced • Additive approach • Same ideas are taken to both resourced and under resourced people to create common ground and common vocabulary • 11 Resources: broadens it out from just financial • Nothing changes without relationships of trust and respect • Acknowledges the need for all economic classes at the table – and gives tools to achieve that • Acknowledges all causes of poverty. Four research areas <ul style="list-style-type: none"> ◦ Recognizes exploitation historically and currently. ◦ Uses the triple lens • Sees four approaches • Shifts our thinking from managing poverty to eliminating it
3.	<p>SJC Bridges formation and history</p> <ul style="list-style-type: none"> • Mission Statement • Program direction • To date • National Learning Community
4.	<p>Lessons Learned</p> <ul style="list-style-type: none"> ◦ Think of single Mom with 2 kids • The way we traditionally measure poverty ◦ Breaking down the poverty budget ◦ The poorer you are the more things cost • Creates 3 worlds: class, resources, stability ◦ Impact of stability: stamped into DNA
5.	<p>Five Components of Poverty</p>

Tucson Community Leaders' Presentation Outline 09/08/14

	<ul style="list-style-type: none"> • The impact of stress • Poverty becomes a trap • Different worlds create conflict • Tipping point • Poverty impacts children <ul style="list-style-type: none"> ◦ Race intensifies outcome • Low educational attainment impacts jobs and types of jobs and wages • Increasing low wage jobs
6.	<p>Direct Services are not enough</p> <ul style="list-style-type: none"> • Given these structural issues, we know direct services is not enough • Different strategies to get ahead than get by <ul style="list-style-type: none"> ◦ Safety nets are not bridges • And the bridge is very shaky and has challenges like benefits cliff • Look back at single Mom w 2 kids; w/o public assistance worse off with higher paying job • A second look at the sustainability grid
7.	<p>More tools in the toolbox</p> <ul style="list-style-type: none"> • Need to identify the impact of poverty across all sectors and look for additional responses from those vantage points • Rethink poverty as an economic development issue • Doing nothing or status quo is the most expensive response
8.	<p>Lessons Applied</p> <ul style="list-style-type: none"> • Our default lens is for resourced people • Failure to recognize environmental factors • Getting Ahead as one strategy • Getting Ahead is a process: what would it take you to move up an economic class, even double income? • After GA what happens • Monthly Networking Meetings <ul style="list-style-type: none"> ◦ Building Social Capital (move geography of exclusion?) ◦ Co-learning • Financial Predators • Our BFMC <ul style="list-style-type: none"> ◦ Finding alternatives to fair credit: JIFFI • Real Question is keeping job not getting one • Michiana Bridges: finding double win with retention <ul style="list-style-type: none"> ◦ Safety net into workplace ◦ Finding the dynamic edge of for profit and nonprofit partnership • Adapting Getting Ahead for specific outcomes: 2 generation strategy and educational outcomes • Leadership Project • Think years: building tolerance and determination
9.	<p>Being a Catalyst:</p>




Bridges Out of Poverty:
Building a Sustainable Community

Tucson, AZ
September 8, 2014

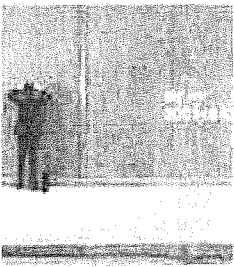
Poverty is expensive

- It is a drain on resources
- It is a waste of human potential
- It impacts the next generation
- It limits our capacity to have full and meaningful relationships

We can't have a sustainable community unless we address poverty in more effective ways

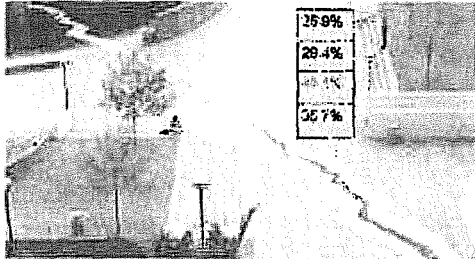


COMPLEX and HISTORIC



- The Bible contains 300 passages on the poor
- Divides our political discourse
- Many misconceptions
- Most of us, *including most decision-makers*, are on the outside looking in

Economic class is a fault line that runs through our communities



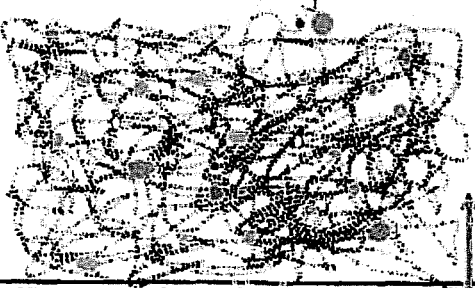
Separated by geography and by opportunity

One in 4 Tucsonans

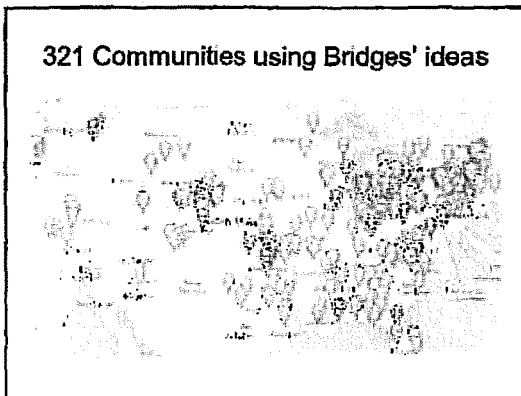
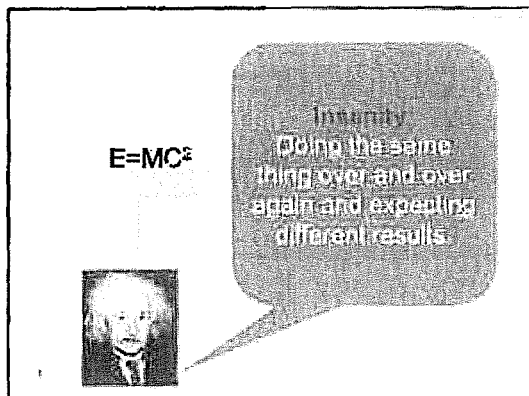
	U.S.	South Bend	AZ	Pima County	Tucson City
Individuals	15.7%	21.4%	16.3%	19.5%	26.9%
Families*	16.4%	26.6%	21.4%	22.6%	29.4%
Single Female Households	10.5%	19.2%	40.1%	41.7%	46.1%
Median Age 18	22.2%	15.6%	26.1%	26.1%	35.7%

*With related children under 18 years
Source: 2010-2012 American Community Survey 3-Year Estimates

Welcome to Self-Sufficiency



The Path to Self-Sufficiency Starts Here



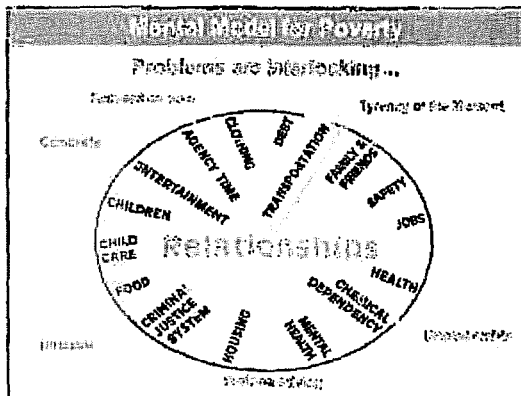
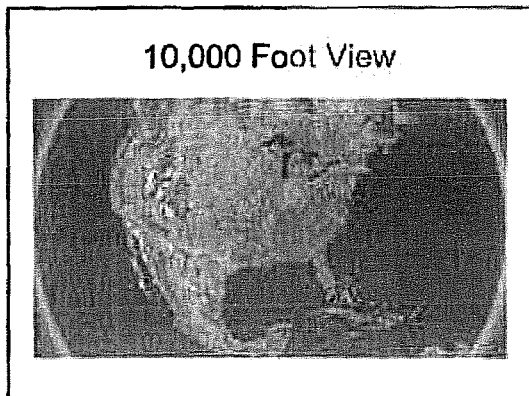
Generational poverty is different

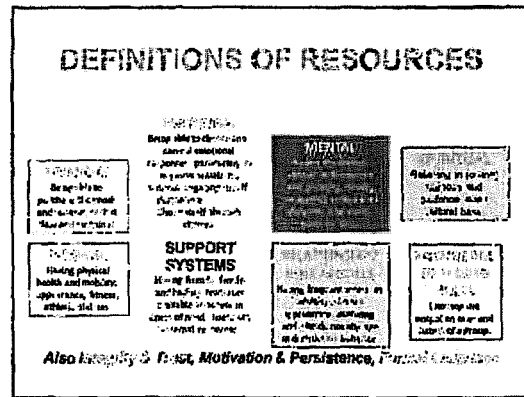
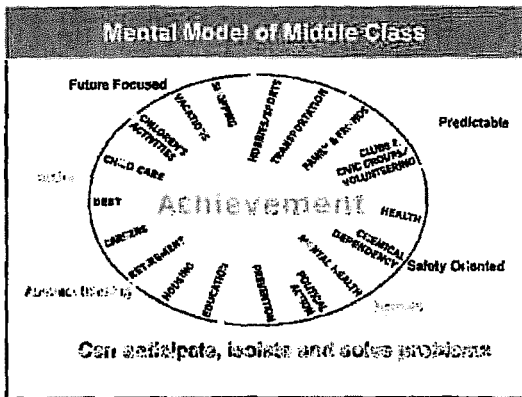
BRIDGES' DEFINITION OF POVERTY

"The extent to which an individual does without resources."

Situational Poverty: A lack of resources due to a particular event (divorce, natural disaster, etc.)

Generational Poverty: Having been in poverty for at least two generations





Additive Approach

The wider the range of rules you have, **the more choice you have**

This is true for the individuals **AND** for organizations.

Building Relationships

No significant learning (or change) happens without a significant relationship (or respect and trust).

Adapted from: J. Kegan

Set of Ideas

Same information: **total approach**

For professionals

For people experiencing poverty

All Economic Classes at the table

Poverty

Middle Class

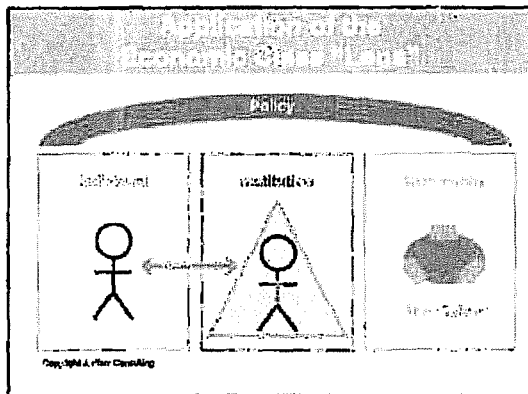
Wealth

Community Sustainability Grid <small>A Comprehensive Planning Model</small>				
	Individual Behavior	Human and Social Capital in the Community	Exploitation	Political/Economic Structures
Addressing Systems				
Organizational Systems				
Community Systems				
Poverty				

Bridges Out of Poverty

is about addressing and ~~eliminating~~ **poverty** in order to create a community which is sustainable and prosperous for all its members.

Too often, we are in a situation of "managing poverty" not eliminating it.



Mission Statement



Using Bridges Out of Poverty as a framework, transform St. Joseph County into a sustainable community in which individuals move from generational poverty to self-sufficiency, enhancing the quality of life for everyone and creating a model for other communities.

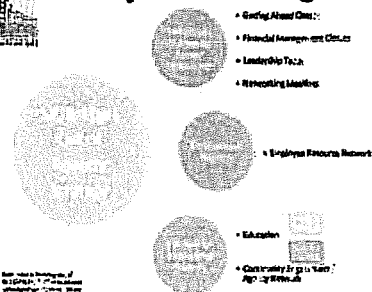
Four Approaches

1. Preventing poverty
2. Alleviating suffering
3. Assisting transition to economic stability
4. Addressing structures in a community

*Hand Differentiators:
Bridges Out of Poverty Model*



Catalyst for Change





Notice of Training Open to the Public

Agenda

ENDING POVERTY NOW:

An Economic Initiative of Pima County

Bridges Out of Poverty Practitioner Training

Tuesday, March 3, 2015

8 a.m. to 5 p.m.

Pima County Abrams Public Health Building

1st Floor Conference Room

3950 South Country Club Road

Tucson, Arizona 85713



"Why Poverty Matters – A Guide for Practitioners" **Presentation By:**

Bonnie Bazata, Executive Director, Saint Joseph County Bridges Out of Poverty Initiative




03/03/15

2/25/2015




WHY POVERTY MATTERS
A GUIDE FOR PRACTITIONERS



Tuition: March 3, 2015

Opening Question

1. **Would you like to be wealthy?**
☐ Would you like to double your income?
1. **If you wanted to move up an economic class**
☐ Even just double your income ...
what would you have to do differently?
3. **Why haven't you done it?**



Workshop Goals

Today

- ☐ Understand why poverty accumulates, is cyclical and difficult to break
- ☐ Understand the dynamics and impact of economic class
- ☐ Learn about Getting Ahead and how it can help support the people you serve
- ☐ Today is mostly concepts, not strategies.

Building Relationships

No significant learning happens without a significant relationship of *mutual respect*.

James Comer



□ How does risk add up?

(micro-aggressions)

□ How do resources add up?

Accumulated risk and resources

Poverty negatively affects:

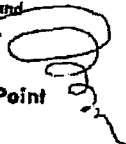
- Education outcomes
- Health outcomes
- The ability to get, keep and attract jobs, esp. self-sufficient wage jobs
- Community sustainability

Doing nothing costs *something*...



When poverty reaches a point of critical mass in a community
 the people with the most resources tend to
 move out of the community,
 leaving behind enclaves of poverty.

*Then, a community becomes more unstable and
 unsustainable, creating a downward spiral.*

40% Tipping Point
 • 59.8% TUSD




SHRM Michiana Chapter

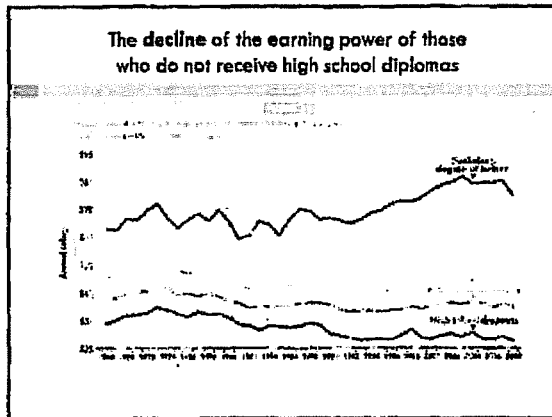



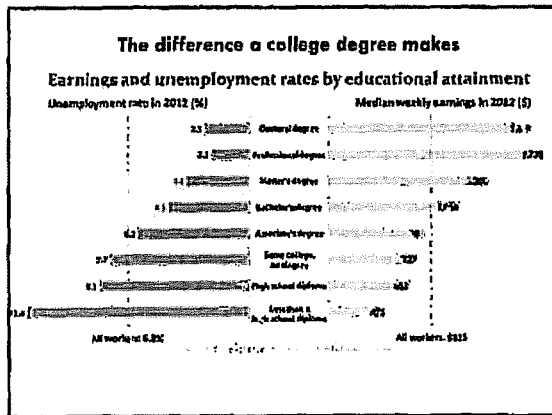
Insanity:
 Doing the same thing
 over and over again
 and expecting
 different results.

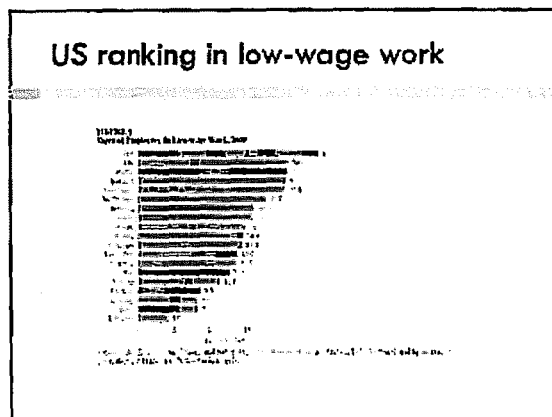
Mission Statement



*Using Bridges Out of Poverty as a framework, transform
 St. Joseph County into a sustainable community in which
 individuals move from generational poverty to self-
 sufficiency, enhancing the quality of life for everyone and
 creating a model for other communities.*







Pima County One-Stop Business Services
Resources and approaches for employers

March 5, 2015

Pima County Housing Center, 801 West Congress St., 1:00 to 3:30 p.m.

1. Welcome – Business Services Overview
2. Introductions
3. Understanding your under-resourced employee
4. Approaches:
 - Employer Resource Networks
 - On-boarding/New Employee Transition
 - On-the-Job Training
 - Incumbent worker training
 - Foreclosure-impacted training
 - Personnel policy tools
 - Layoff aversion strategies
 - Local economic incentive programs
5. Discussion:
 - Tell us about your business.
 - What approaches work best in your operation?
 - What is the return on investment?
6. Wrap-up next steps



NOTICE OF MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Pima County Workforce Investment Board (WIB) and to the general public that the Pima County Workforce Investment Board will hold a regular meeting open to the public on

Friday, April 10, 2015 – 7:30 a.m.

Riverpark Inn, Cactus Ballroom
300 South Freeway, Tucson, AZ 85701

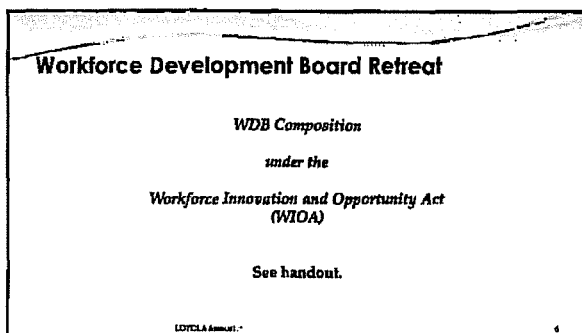
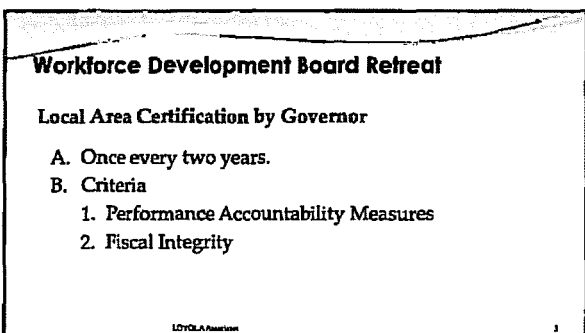
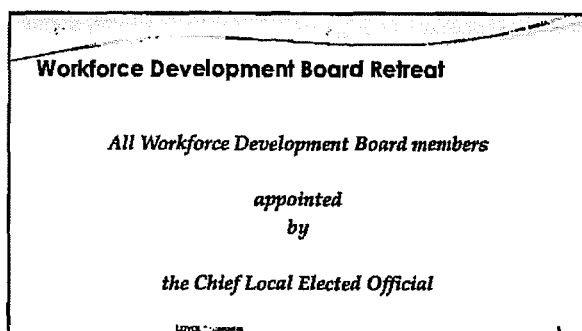
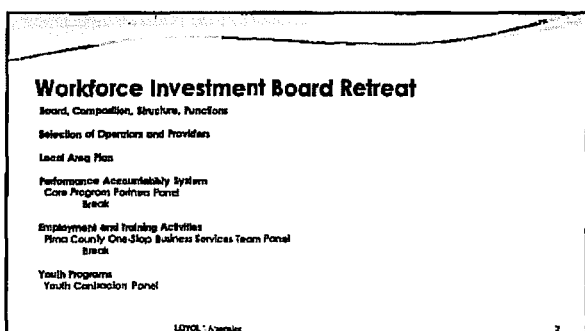
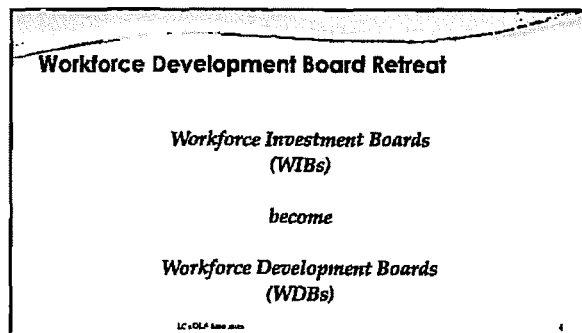
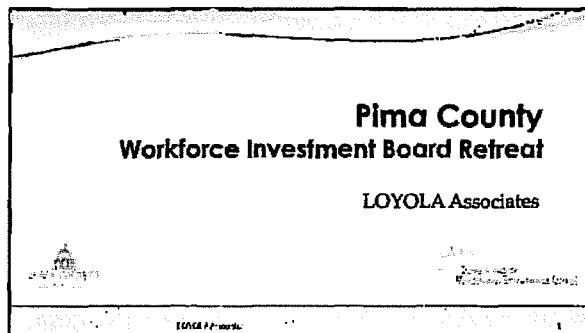
RETREAT AGENDA

- I. Welcome and Call to Order – Paul Roughton, Chair**
- II. Pledge of Allegiance – All**
- III. Roll Call –**
- IV. Action Item – To approve March 13, 2015 Meeting Minutes**
- V. Workforce Innovation and Opportunity Act – Facilitator, Gabe Loyola, LOYOLA Associates**
- VI. Board Member Announcements/Call to Public –**
- VII. Next Meeting – Friday, May 8, 7:30 a.m., Pima Community College, Community Campus, 401 N. Bonita Avenue, Room A109, Tucson, AZ 85745**
- VIII. Adjournment**

Discussion and action can occur on any agenda item.

AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES.

Please call 520-243-6766 (48 hours in advance) to make arrangements.



Workforce Development Board Retreat

Board Composition

- A. Majority shall be Business Representatives (50% plus 1)
 - 1. WDB Chair from Business
 - 2. At a minimum 2 members represent small business
- B. Not less than 20% Labor Organization Representatives, includes member of Labor Organization, or Training Director from Apprenticeship Program; may include Community Based Organization (CBO), including organizations serving veterans or providing for disabled; and may include organizations serving out-of-school youth.
- C. Adult Education/Literacy and Higher Education; may include educational agencies, and CBOs with expertise addressing individuals with barriers to employment.

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Workforce Development Board Retreat

Current Workforce Investment Board Committees

- Executive Committee
- Planning Committee
- Performance & Accountability Committee
- Board Development Committee
- Youth Council
- Faith-Based Committee
- Ad-Hoc Request for Proposal (RFP) Committee

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Workforce Development Board Retreat

Board Composition

- D. Governmental, Economic and Community Development, who shall include State Employment Services, Rehabilitation Services; may include Transportation, Housing, Public Assistance, and may include Philanthropic Organizations.
- E. Others as Chief Local Elected Official determines appropriate.

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Workforce Development Board Retreat

Board Structure

WIOA Suggested Minimum Standing Committees

1. One-Stop – information, operations, and issues.
2. Youth – planning, operations and issues.
3. Individuals with Disabilities – information, operations and issues.
4. WDB may designate additional standing committees.

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Workforce Development Board Retreat

Board Structure

- A. Standing Committees designated by WDB (provide information and assist WDB in carrying out activities).
- B. Chaired by member of WDB.
- C. Include members of WDB.
- D. May include non-WDB members.

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Workforce Development Board Retreat

REQUIRED PARTNERS WITH MEMORANDUM OF UNDERSTANDING (MOU)

- Adults, Dislocated Workers, and Youth
- State Employment Services/Wagner-Peyser Act
- Adult Education and Literacy
- Rehabilitation Services
- Older Americans Act
- Career and Technical Education Programs/Carl D. Perkins Career and Technical Education Act
- Trade Adjustment Act
- Veterans' Services
- Employment and Training Activities under Community Services Block Grant Act
- Employment and Training Activities under Department of Housing and Urban Development
- State Unemployment Insurance
- Second Chance Act; and
- TANF/Social Security Act.

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Workforce Development Board Retreat

Performance Accountability System

- ❑ WIOA establishes Performance Accountability Measures that apply to the Core Partners; and
- ❑ Are used to assess the effectiveness of states and local areas in achieving positive outcomes for services to employers and individuals served by these programs.

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Workforce Development Board Retreat

Board Functions

- Development of 4-Year Local Plan (*integrated Plan includes Core Partner Programs, Providers and MOUs*).
- Workforce Research and Labor Market Analysis (*assist Governor in developing state-wide and regional workforce and LMI system*).
- Convening, Brokering and Leveraging.

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Workforce Development Board Retreat

WIOA Core Partner Requirements

- A. Same Performance Accountability Measures.
- B. Unified Local Plan (*developed and written with core partners*).
- C. Contribute to One-Stop Infrastructure (*Resource Sharing Agreements*).
- D. May develop Regional Plan with other Local Areas and Core Partners.

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Workforce Development Board Retreat

Board Functions

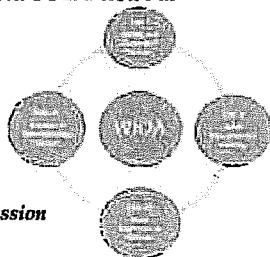
- Career Pathway Development.
- Proven and Promising Practices.
- Technology (*facilitating connections and access for services*).

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Workforce Development Board Retreat

WIOA Core Partners



Core Partners Panel Discussion

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Workforce Development Board Retreat

Board Functions

- Program Oversight.
- Negotiation of Performance Accountability Measures.
- Selection of Operators and Providers.
- Coordination with Education Providers.
- Budget and Administration of WDB.
- Accessibility for Individuals with Disabilities.

All WDB Actions are recommendations to the Local Elected Official

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Workforce Development Board Retreat

Selection of Operators and Providers (RFPs) (with the agreement of the Local Elected Official)

- One-Stop Operator by 07/01/17
- Youth Providers
- Training Services Providers - ETPL
- Career Services Providers

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Workforce Development Board Retreat

Local Area Plan Content

- ✓ Includes a description of the strategic planning elements.
- ✓ Description of workforce development system in Pima County that identifies programs that are included in that system and how WDB will work with entities carrying out core programs and other workforce development programs to support alignment to provide services including programs of study authorized under the Carl D. Perkins Career and Technical Education Act.

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Workforce Development Board Retreat

Board Functions

➤ Employer Engagement

(convene employers to promote business representation; develop effective linkages; enhance communication, coordination and collaboration; and with emphasis on Industry and Sector Partnerships).

Business Services Team Panel Discussion

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Workforce Development Board Retreat

Local Area Plan Content

- ✓ How WDB and core partners will:
 - expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment;
 - facilitate the development of career pathways and co-enrollment; and
 - improve access to activities leading to a recognized postsecondary credential (including a credential that is a portable, stackable industry-recognized certificate or certification).

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Workforce Development Board Retreat

Local Area Plan

- ✓ Board develops and submits to Governor, a unified comprehensive 4-year Plan, in partnership with the chief elected official;
- ✓ Supports strategy described in State plan; and
- ✓ At end of first 2-year period, WDB shall review Plan and, in partnership with the chief elected official, shall prepare and submit modifications to the Plan to reflect changes in labor market and economic conditions or in other factors affecting the implementation of the Plan.

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Workforce Development Board Retreat

Local Area Plan Content

- ✓ Strategies and services that will be used in Pima County.
- ✓ How WDB will coordinate workforce investment activities carried out in Pima County with economic development activities carried out in the region.
- ✓ Promotion of entrepreneurial skills training and microenterprise services.

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Workforce Development Board Retreat

Service Focus

Through core partnerships and other partners, the system serves everyone.

Various programs may fund youth, unemployed, former felons, dislocated workers, homeless, disabled, veterans and limited English proficient.

Various agencies have developed expertise in serving specific populations. A system allows us to focus expertise where it is needed.

WIOA changes the focus on Out-of-School Youth.

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Workforce Development Board Retreat

In-School Youth Eligibility

1. Attending school.
2. Not younger than 14 (unless disabled attending school) or older than 21.
3. Low-income and one or more of the following:
 - a. Basic skills deficient.
 - b. English language learner.
 - c. Offender.
 - d. Homeless, runaway, in foster care or aged out of foster care system.
 - e. Pregnant or parenting.
 - f. Disabled.
 - g. Needs assistance to complete educational program to secure or hold employment.
4. Eligible if living in high-poverty area.

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WIOA Youth

- A. Out-of-School, ages 16 to 24, from 30% to 75%.
- B. In-School, ages 14 to 21, from 70% to 25%.

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Workforce Development Board Retreat

Youth Program Elements

- A. Objective Assessment (*academic, basic skills service needs*).
- B. Service Strategies linked to one or more performance indicator(s).
- C. Activities leading to:
 1. Secondary or GED Diploma.
 2. Preparation for Postsecondary and Training Opportunities.
 3. Linkages between academic and occupational instruction that lead to attainment of recognized postsecondary credentials.
 4. Preparation for unsubsidized employment.
 5. Effective connection to employers.

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Workforce Development Board Retreat

Out-of-School Youth Eligibility

1. Not attending any school.
2. Not younger than 16 or older than 24.
3. One or more of the following:
 - a. School dropout.
 - b. Within compulsory age not attending school last quarter year.
 - c. Recipient of a secondary school diploma or GED, who is low-income and is -
 - 1) basic skills deficient or 2) an English language learner.
 - d. Subject to juvenile or adult justice system.
 - e. Homeless, runaway, in foster care or aged out of foster care.
 - f. Pregnant or parenting.
 - g. Disabled.
 - h. Low-income and needs assistance to complete educational program or to secure or hold employment.

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Youth Program Elements

- D. Tutoring, study skills, evidence based drop out preventions.
- E. Alternative secondary school or drop out recovery services.
- F. Paid and Unpaid Work Experience (*summer employment, pre-apprenticeship, internships and job shadowing, and on-the-job training*).
- G. Occupational Skills Training.
- H. Education concurrent with workforce preparation.

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Youth Program Elements

- I. Leadership Development.
- J. Supportive Services.
- K. Adult Mentoring.
- L. Follow-up Services.
- M. Comprehensive Guidance Services and Counseling.

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Workforce Development Board Retreat

Timeline

Spring 2015—Rules Dev. per the legislation (known as Draft Regulations).

July 1, 2015—most provisions of law take effect.

July 22, 2015—Feds must develop template for performance reports.

July 22, 2015—State and locals must follow new Eligible Training Provider performance provisions.

January 22, 2016—Final Regulations Published.

March 3, 2016—new state plans due—local plans will probably be due a few months after this. BFFs will provide a unified plan.

July 1, 2016—new One-Stop infrastructure cost requirements take effect—BFFs will begin contributing to One-Stop system cost.

July 1, 2016—new performance measures go into effect.

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Workforce Development Board Retreat

Youth Program Elements

- N. Financial Literacy.
- O. Entrepreneurial Skills Training.
- P. Labor Market and Employment Information.
- Q. Preparation to Transition to Postsecondary education and Training.

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Workforce Development Board Retreat

Questions ?

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Workforce Development Board Retreat

Youth Contractors

- ❖ Community Outreach Program for the Deaf (COPD)
- ❖ Goodwill Industries of Southern Arizona
- ❖ Portable, Practical Educational Preparation, Inc. (PPEP)
- ❖ SER Jobs for Progress of Southern Arizona, Inc.
- ❖ Tucson Urban League (TUL)
- ❖ Tucson Youth Development (TYD)

Youth Panel Discussion

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Workforce Development Board Retreat

Moving Forward

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Hank Atha

From: jgloyola@cox.net
Sent: Tuesday, May 12, 2015 1:45 PM
To: Hank Atha; Arthur Eckstrom
Cc: Celina Cuaron
Subject: Fwd: UI One Stop Workshops

Hank, sorry to hear the contract amendment was postponed.

As you know UI benefits are critical for the customers seeking services at the Pima County One Stop Career Center.

There was confusion and contradictory information provided to Pima Staff which had negative impacts on Pima County residents. In addition, the customers were unable to join the ranks of the employed by having UI issues which were in the way of them getting training and employment opportunities.

This issue also negatively affected the efficiency and efficacy of Pima County's Workforce System.

Here are the UI issues and on the attached e-mails is the resolution of these issues:

1. What kind of workshops are required by UI?
2. How long each of the workshops should last?
3. How many days should the workshops last?
- 4..What are the required record keeping by Pima County?
5. What is the required record keeping by the UI claimant?
6. What are the consequences for Pima County?
7. What are the consequences for the UI Claimant?
8. Will UI staff provide training for Pima and Partner staff?
9. Will UI make presentations to One Stop Participants?

Again, see the emails below for the outcomes.


Please let me know if this is what you need.

—

Gabe
LOYOLA Associates

602.277.9278 Voice

602.277.9282 Fax

> Date: Wed, 18 Mar 2015 10:40:50 -0700 
> From: <jgloyola@cox.net>
> To: Dorothee Harmon <Dorothee.Harmon@pima.gov>,
Charles Casey <Charles.Casey@pima.gov>
> Subject: UI One Stop Workshops

>

> Dorothee and Charlie:

>

> Below is the email I sent Art after my meeting with Andy and Carmen.

>

> On your question of what you can tell your customers. Andy indicated they are willing to do UI training for OS staff, introductions to customers and workshops. So if you want to work something out with them you need to contact them.

>

> Let me know if I can assist you in any way,

> > Cc: Andy Baldwin <ABaldwin@azdes.gov>, Carmen Solis <CSolis@azdes.gov>

> >

> > Art, per your request Patricia and I met with Andy Baldwin and Carmen Solis, from DES/UI.

> >

> > Both Andy and Carmen were very helpful and eager to assist.

> >

> > Here is the summary of our meeting:

> >

> > Individuals receiving UI Benefits are required to fill out the DES UB-106-A-FF (1-14) Form, Instructions for Completing Weekly Claim for UI Benefit. This Form must be filled out every week in order to receive UI benefits.

> >

> > The Form contains instruction # 2. Did you look for Work? which states, "... You must engage in a systematic and sustained effort to obtain work during at least four days a week and you must make at least three work search contacts during the week....."

> >

> > First, we asked for the definition of systematic and sustained effort. They told us that there is really no definition but that they are required to "engage in a systematic and sustained effort to obtain work during at least four days a week."

> >

> > They recognize the importance of the services offered at the One Stop and consider attendance at the One Stop Workshops as part of the required systematic and sustained effort to obtain work.

> >

> > So if the UI claimant attends a workshop in a day that will count as one day of the four days of systematic and sustained effort to obtain work. If the UI claimant attends a workshop on the second day it counts as the second of the four days, and so on.

> >

> > Please note that UI does NOT mandate UI claimant attendance to one, two, three four or five workshops. Thus, you do not require an UI waiver of any type.

> >

> > They do not mandate any specific number of hours per workshop. Thus a workshop may be one to eight hours long. It is up to the One Stop.

> >

> > The workshops do have to be sponsored or given by any of the One Stop partners.

> >

> > UI will not monitor the One Stop attendance sheets but the UI claimant must have documentation of having participated in the workshops.

> >

> > The second part of the #2. instructions, the UI claimant, "must make at least three work search contacts during the week." is left up to the individual claimant, He or she must have documentation of these contacts.

> >

> > if the UI claimant did not meet the job search requirement for that week, then they are given the option to decline filing for that week. Question 6 gives them that option, which it benefits the claimant to decline filing for that week and not receive benefits that week, because, they may become disqualified indefinitely until they work and earn 8 times the weekly benefit amount they originally qualified for, and are unemployed through no fault of their own. (that's the new law and it's extremely harsh).

> >

> > So it is extremely important for each UI claimant to keep records.

> >

> > Andy and Carmen agreed to attend a staff meeting and explain to the staff UI requirements and answer any questions staff may have regarding the UI program.

> >

> > In view of the fact that we are transitioning into WIOA it is great to see UI participate in the staff development of One Stop partner staff.

> >

> > They also agreed to participate in One Stop Orientations if asked.

> >

> > Please let me know if you need additional information. Hope this helps.

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