

Yavapai County Workforce Development Board August 8, 2018 Meeting Minutes

Attendees:	Present/Absent	Number of Absences in 2018
Anita Payne, Chairman	Present	0
Gary Hassen, Vice-Chairman	Absent	1
Steve Silvernale	Present	1
Mark Timm	Present	1
Phil Tovrea	Present	0
Tim Tucker	Present	0
Pam Blackburn	Present	0
Elaine Bremner	Present	0
Wendy Bridges	Present	1
Rick Duff	Present	1
Tony Gauthier	Present	0
Kurt Greves	Present	1
Mel Ingwaldson	Present	0
Nancy Jensen	Present	0
Ginger Johnson	Present	0
Craig Lefever	Present	0
Tracie Schimikowsky	Absent	1

Annual Meeting

Presiding Officer, Anita Payne, Chairman

Guests: District 3 Yavapai County Supervisor Randy Garrison
 District 2 Yavapai County Supervisor Tom Thurman
 Brandi Bateman, Assistant to Supervisor Garrison
 Marlyn VanKeuren, Assistant to Supervisor Thurman
 Kristen Mackey, DES Title IV Director
 Dr. Nicholas Del Sordi, Arizona Department of Education
 Linda Brannock, Yavapai College
 Lynne LaMaster, Prescott E-News

Staff: Teri Drew, Executive Director
 Leah Cickavage, Operations Manager
 Julia Sawyer, Executive Assistant

I. Call to Order/Welcome/Introductions

Chairman Payne called the meeting to order at 9:05 AM and asked for introductions around the table.

II. Reading of the WDB Mission Statement

Chairman Payne read the mission statement of the Yavapai County Workforce Development Board: To Build Economic Success through Workforce Development Partnerships.

III. Approval of the April 10, 2018 Minutes

Chairman Payne called for questions or comments on the meeting minutes from April 10, 2018, there were none. Chairman Payne asked for **a motion to approve the April 10, 2018 minutes, so moved by Rick Duff, seconded by Wendy Bridges. The motion carried unanimously.**

IV. Chair's Report

Chairman Payne began her report by announcing that the Executive Committee has made a change to the title of Director Teri Drew from Director to Executive Director, based on the extensive work Ms. Drew does on behalf of the Yavapai County Workforce Development Board and her active advocacy for workforce development in the community. Chairman Payne thanked Ms. Drew publicly, applause followed.

Chairman Payne then announced the recent membership renewals and Board of Supervisor appointments; Steve Silvernale, Mark Timm, Pam Blackburn and Mel Ingwaldson. She thanked each of them for their willingness to be a part of the Board. Chairman Payne then announced the Executive Committee appointments for 2018-19; herself as Chairman, Phil Tovrea as Vice Chairman; new Public Voice appointment, Mel Ingwaldson. Chairman Payne thanked Tim Tucker for his service as Public Voice for the previous year and presented him with a Certificate of Appreciation. Applause followed.

Chairman Payne deferred the remainder of the July 12, 2018 Executive Meeting report to Vice Chairman Phil Tovrea. Vice Chairman Tovrea reported that the Executive Committee has met twice with a hired consultant, Gabe Loyola, to prepare and release the One Stop Operator Request for Proposals (RFP). He outlined briefly the process for the RFP, noting that the release date for the RFP was July 26, 2018 and the closing date is scheduled for August 29, 2018 at 4:00 PM. Vice Chairman Tovrea continued to report on the approval of the Title I budget for Program Year 2018-19; the total budget for Adult, Youth, Dislocated Worker and Rapid Response being \$1,532,110. Vice Chairman Tovrea reported that the Executive Committee went into executive session in order to discuss the presentation of the One Stop Operator RFP and to discuss salary negotiations for the Executive Director. He noted that nothing has been finalized at this time regarding the salary negotiations.

V. Director's Report

▪ Program Update

Chairman Payne turned the meeting over to Executive Director Teri Drew for the Director's Report. Ms. Drew began by announcing that the Annual Report of the Yavapai County Workforce System is now available, and passed out copies to everyone, noting that they would also go out county-wide to elected officials and partners. Ms. Drew highlighted several points in the Annual Report, noting that it was a record year and that the effort was accomplished ***together*** with all partners; the Department of Economic Security (DES) for Titles III and IV Employment Services and Vocational Rehabilitation, and Craig Lefever and Yavapai College for Title II Adult Basic Education, and she thanked and congratulated the Board and the partners for a great year. Ms. Drew emphasized the partnerships involved in the successes of the Yavapai County Workforce Development system, noting that by working together many successes are reflected in the Annual Report.

Ms. Drew credited the Office of Economic Opportunity (OEO) report for many of the statistics reported in the Annual Report, noting that the City of Prescott has the highest number of the 74,096 total jobs in

Yavapai County. Prescott Valley ranks #1 in terms of residency of workforce. She noted that workforce housing is very important for job development and sustainability and for business attraction.

Some of the collective highlights of the Annual Report included more than 1,500 job placements through the Yavapai County One Stops; together the Yavapai County Workforce Development system served more than 19,000 individuals through employment/unemployment services, veteran services and classroom training, reflecting a 98% increase in total clients served from last year. Ms. Drew congratulated the entire partnership, noting that most were short-staffed for much of the year and remarking that these numbers are not just big numbers, they are a big deal.

Ms. Drew reported that we are partnering with OEO in the Arizona Career Readiness Credential (ACRC) program, and acknowledged the local chambers and employers for their welcome reception of Trevor Stokes of OEO five times for presentations on the program. She encouraged businesses to sign up to be ACRC recognized employers, and reported that training is being rolled out now, with a new computer lab set up in the Business Assistance Center (BAC) for training and testing opportunities in both the West and East County locations.

Ms. Drew thanked the WDB for their perseverance in being a part of this board and staying with the work through all of the politics and policies, noting that as a result, Yavapai County has demonstrated a \$26.8 million return on investment in direct wages, as noted on the Annual Report. She also pointed out that the return on investment does not even factor in the impact on retail as well as other economic factors. Ms. Drew noted that employer quotes were included in the report, and that the photos of the Executive Team were also added to bring faces to the name of the Workforce Development Board. She acknowledged Cable One for the photos and the Northern Arizona Council of Governments (NACOG) as the One Stop Operator for paying for the report. Ms. Drew noted the important message today is who we serve and our demonstrated outcomes.

Ms. Drew reported that over the past couple of years we have been focusing on the construction sector, noting that the demand for construction workers continues to increase but the availability of workers to meet the demand continues to decrease. Ms. Drew announced a recent partnership with Yavapai County Construction Association (YCCA), NACOG and United Way, who contributed \$15,000 to host a boot camp designed to introduce youth to the construction industry. The business community is coming together to offer trainers and on-the-job training. NACOG's part will be the on-the-job training and job placement at the end of the program, as well as the ACRC training. A question was asked when viticulture will fit into our sector strategy efforts. Ms. Drew reported that we did work with viticulture and the viticulture sector stated their needs were more on a regulatory side rather than labor.

Ms. Drew shared the most recent DES newsletter, in which was a story about RESA Wearables, one of our partnering employers utilizing Title I funding for training new employee candidates at Yavapai College for jobs in 3-D printing of insoles.

Ms. Drew then reported on the Cool Air Career Fair, noting that the effort was good but the attendance was low, and that one miss with the event was lack of paid advertising. We relied on social media and libraries, DES and NAU to push for the job fair, which was helpful but not enough. She remarked that as a lesson learned, we will move forward with that knowledge. There were 22 employers there, who stated that even with the low attendance they did make some contacts and good potential hires.

Ms. Drew moved on to talk about Workforce Board Certification, which was finally received in May. She reported that the process will be due again in the fall. She also reported that the One Stop certification was pending to meet all terms of the Board's assessment requests, and the State gave one year to bring

everything to compliance. In Yavapai County, all has been done to meet the requirements; all facility issues in the Verde Valley One Stop have been resolved, the need for a receptionist in the Verde has been accomplished with a Title I Work Experience client, NACOG staff in the Verde have adjusted their hours to be available from 7:30 AM to 5:00 PM, signage for the West County One Stop has been accomplished, we are collaborating on Reemployment Services Employment Assessment Orientations (RESEA) in Prescott Valley and have created and maintained a regular call as an information sharing system with the Regional Manager for DES. Ms. Drew expressed appreciation to DES Regional Manager Kenda Robinson for stepping up communications and working with NACOG to address the needs. She also thanked Craig Lefever for his proposal to have a presence of Title II at the One Stops. Ms. Drew wrapped this portion of her report up by noting that there were 4 audits this year; one of which was a state fiscal review, noting that one of the findings had to do with the procurement of the One Stop Operator RFP previously done. It was expected that the Board would be required to re-issue the RFP in order to be in compliance with the new rules and regulations imposed after the completion of the previous RFP, as was reported earlier. Ms. Drew reported that all of the required steps have been followed and will conclude in compliance, including the re-issue of the Cost Allocation Plan.

Our area also had an audit on the Program, during which several findings were issued against the Yavapai County One Stop Operator in error. That audit report was closed upon the realization that the findings were erroneous, and were consequently withdrawn; DES apologized for the mistake.

The Yavapai County fiscal monitoring of the NACOG Title I funding expenditures and operations was also done with no findings, and that report is also closed. Ms. Drew reported that NACOG also received an audit. No findings or observations were found, and NACOG continues to receive a low-risk rating – the best possible rating a non-profit agency can receive.

- **WIOA PY 2018-19 Budget Reviews**

Ms. Drew acknowledged that the WDB has expressed an interest in knowing the entire Yavapai County workforce budget resources available, and she shared a report on all WIOA Title budgets for the year, and acknowledged each of the partners that helped put this report together. She passed around copies of the breakdown, noting that this is information only and not an action item, as the Board does not approve budgets for DES or Title II. Ms. Drew highlighted each area of the report. In summary, the Yavapai County total budget is in excess of \$5.5 million. A question was asked about a discrepancy in the total Title I budget, which was previously reported at \$1.5 million but now is reflected as \$1.7 million; Ms. Drew replied that the minutes would reflect the correct amount of \$1.5 million. She passed around a summary of the funding for the Adult, Youth, Dislocated Worker and Rapid Response, noting an overall increase of \$92,000 this year. She reported the variances of funding and why there are differences each year based on population, unemployment data, job loss and poverty. Ms. Drew asked Tim Tucker of Title III and Craig Lefever of Title II to explain how their allocations are made. Mr. Tucker and Mr. Lefever shared information regarding the allocation of their funding. Some discussion followed regarding the budgets. Ms. Drew then shared NACOG's close-out report for 2017-18, demonstrating 100% expenditure of the Title I funds allocated with the exception of Rapid Response, which was only 27% expended. Ms. Drew noted that Rapid Response funds are only allocated to business closure events that involve the loss of jobs to the employees, and only used if there is a qualifying event.

Ms. Drew reported an effort to get together with Core Partners via teleconference to discuss "fair share" contributions to the cost of operations of the One Stops. During the negotiations, Title II Adult Basic Education requested an addendum to the Memorandum of Understanding (MOU) to include a demonstration of the benefit to Title II clients, which the One Stop Committee will draft at their next meeting and distribute for approval and signatures. Ms. Drew noted that agreements with Titles III and

IV are in process. It was noted that in-kind contributions of office space usage between Title I and Title III are being considered.

Ms. Drew closed her report by sharing a “good news” story of a client who wrote to the One Stop about his experience in coming to NACOG, noting his initial contact with Sheryl Gillum, an employee of DES. The client wrote that Ms. Gillum did an initial interview and assessment with him, and that she was very efficient, pleasant and knowledgeable and accommodating in referring him to NACOG where he met with Art Askew, a Program Specialist. The client described his meeting with Mr. Askew as a “confirmation of what he already knew – that he wanted to be a truck driver.” The client expressed his fascination with the One Stop, noting that he came to the One Stop on June 12th, he was referred to NACOG on June 18th, and that by June 21st he had been approved for CDL training. Ms. Drew noted that this client had received 7 offers for employment after he completed his training. The client closed his letter by writing that his experience with the One Stop put “bounce back in his step” and that he is a better person by having come to the One Stop for job search assistance, as it boosted his self-esteem and confidence and helped him become self-sufficient. Ms. Drew stated that this example of client feedback reflects *exactly* how we should be working, and as this client so eloquently expressed, the *system is working!* Ms. Drew concluded her report. Chairman Payne thanked Ms. Drew and asked for questions, there were none.

VI. Youth Council Update

Chairman Payne turned the meeting over to Mel Ingwaldson to share a report from the Youth Council. Mr. Ingwaldson reported that the Youth Council met in May and discussed how each Committee member could get personally involved in job fair outreach by assigning to themselves areas of their own trade interests as points of outreach. Mr. Ingwaldson noted other discussions at the meeting regarding coordinated community response teams, and the Summer Youth Program (SYP). Mr. Ingwaldson reported that the SYP sponsor this year was Yavapai County. He continued to highlight points of discussion from the last meeting, such as the alternative online school programs, DES independent living services, an upcoming Apprenticeship Programs/Intern Fair in Camp Verde and social media updates by one of the Committee members. Mr. Ingwaldson then reported the number of youth involved in the Title I Youth program; currently there are 46 in-school youth enrolled and 80 out-of-school youth – a total of 126 enrolled as of May 2018. He shared some of the career paths that are available for youth, such as Certified Caregiver, Certified Nursing Assistant, Registered Nurse, Cosmetology, Massage Therapist, Research Assistant, Construction, Probation Officer, Hospital Services, Customer Service Representatives, Automotive Technicians, Media/Production Technicians, Administrative Specialists, IT Technicians, Title Clerk, 3-D Printer Assemblers, Manufacturer Assemblers, Engineering, HVAC Technicians, and CDL Drivers. He noted that Yavapai County had 15 positions available for SYP and has 2 youth that were placed permanently after a successful SYP, 5 that are potentially going to gain full-time employment elsewhere. One participant completed the SYP and four have received 4-week extensions of their SYP engagement. Mr. Ingwaldson noted that the Youth Council postponed their August meeting and will re-convene in November. He thanked the County for their investment in the youth as well as the private sector employers who also invested. He concluded his report; Chairman Payne asked for questions or comments – there were none.

VII. One Stop Report

Chairman Payne turned the meeting over to Leah Cickavage to share the One Stop Report for the 4th quarter – April 1 – June 30, 2018. Ms. Cickavage prefaced her report by noting that a survey was sent out to the Board regarding the numbers they prefer to see on the One Stop Report, and noted that the results of the survey indicated the desire to see the service numbers from the One Stop Centers. She reported 1,822 services at the Prescott One Stop Title I office for the last quarter, noting that weekly Orientations are now being conducted at the Prescott Valley One Stop for clients that are currently

receiving unemployment benefits, giving them opportunities to see options for employment through Title I services. Ms. Cickavage noted an average of 10 in attendance for the Prescott Valley orientations. She reported that training contracts have doubled since the last report – 95 service contracts from the Prescott One Stop and 14 training contracts at the Cottonwood location, noting that case management is key to success with clients. Overall satisfaction with services at the Prescott and Cottonwood One Stops was 98% extremely satisfied and 2% Very satisfied. This quarter, the Business Assistance Center assisted 132 clients, 24 Agencies/Businesses and 98 job placements.

Ms. Cickavage then highlighted the reported numbers from the Title III program, showing 198 services in the Prescott location and 2,196 at the Cottonwood location. The Prescott Valley DES location reported 1,872 services. She noted that, due to transitions within Title IV no reports were given, but noted that there is now a new supervisor at the Prescott Valley office, and the reports will resume soon. She then reported on the Title II numbers; participants with 12 or more hours of attendance totaled 376, there were 24,040 total instructional hours during the quarter, and the percentage of progress tested participants with measureable skills gains equaled 81%. Ms. Cickavage also reported the job fields that are currently in demand, such as production/manufacturing, assembly, caregivers, CNAs, administrative and IT positions, equipment operators and more. Ms. Cickavage concluded her report and asked for questions. A question was asked about the report on case management, and Ms. Cickavage explained that report represents following up on existing clients to ensure their success.

VIII. ETPL Update

Chairman Payne requested Ms. Cickavage to explain what the ETPL is, and Ms. Cickavage explained that it is the Eligible Training Providers List, new courses or continuing courses that are being recommended for eligibility to be utilized as training opportunities to assist individuals along their career pathway. She then described the three new courses seeking approval; Rogers Academy of Beauty Nail Technology, Valley Academy for Career and Technology Education (VACTE) Construction Technology, and Yavapai College Basic Carpentry. The ETPL list demonstrates the school requesting placement on the list, the course and duration of the course, the tuition and other fees, the type of credential earned, any other grants or scholarships available, the hours the course is offered and the percentage of in-demand growth for the credential. Ms. Drew noted that the demand is demonstrated because the Board doesn't want to spend money on occupations or trainings that are not in demand. A question was asked regarding if the School of Beauty credential is it state or interstate. Ms. Cickavage indicated that if it is in demand, is it state or national. Much discussion followed the report of the new courses pending approval regarding developing young people to take construction jobs. Ms. Drew noted to the Yavapai County Supervisors that were present in the meeting that, as a follow up to the recent VACTE presentation to the Board of Supervisors, to be aware that NACOG Title I supports many of their training opportunities. She shared the process of testing and vetting candidates for training opportunities prior to committing the funds for the training to determine if the client is suited for the work or better suited elsewhere. More discussion followed on the difficulties in filling construction jobs.

Ms. Cickavage then shared the 55 courses pending subsequent approval of the current training opportunities. It was noted that these have already been previously approved and are seeking to be renewed on the ETPL. Chairman Payne asked for questions or comments, there were none; Chairman Payne called for **a motion to approve the new and renewed ETPL courses presented, so moved by Craig Lefever, seconded by Elaine Bremner. The motion carried unanimously.**

Chairman Payne called for a 15 minute break.

IX. Member Comments

Chairman Payne called for member comments. Wendy Bridges shared a positive story about a Work Experience (WEX) client that the City of Prescott hired through NACOG. She reported that the City is considering creating a position for her based on their experience with her, and she thanked NACOG. Ms. Drew noted that Ms. Bridges and Sheri Heiney, the Prescott Chamber President, have been visiting local businesses and have made several referrals to NACOG, so Ms. Drew returned the thanks back to Ms. Bridges. Tim Tucker also shared an update on the re-entry employment efforts of DES, a program that assists former inmates to acclimate into the workforce upon re-entry into population. He noted a video that DES and the Department of Corrections hopes to share to educate the local areas on re-entry employment opportunities. Twice a month DES plans to go into the Yavapai County Detention Center to assist inmates preparing to re-enter society in preparing resumes and registering with Arizona Job Connection. Mr. Tucker also announced that he will be resigning his seat on the Workforce Development Board as the Yavapai County Title III representative, and thanked the Board for the opportunity. Craig Lefever shared some information from Title II regarding a new Integrated Education and Training (IET) program. The program is designed to co-enroll students in 3 separate areas simultaneously to attain their GED and develop a career pathway at the same time, integrating the basic education skills into the student’s chosen career path to make the education more relevant to the student’s success. The student is also taking credentialing classes at the same time, to help them move forward more quickly.

X. Public Comments

Chairman Payne called for public comments. Yavapai County Chairman Tom Thurman shared some data on housing in Yavapai County; in the unincorporated areas, 3,668 building permits have been issued during FY 2017-18, and 4,000 permits are anticipated during the 2018-19 year. The estimated cost of building from these permits is over \$2.6 billion just in Yavapai County. Some discussion followed regarding the building boom currently going on.

Chairman Payne called for further public comments, there were none. Chairman Payne announced that lunch will be served following the presentation of awards.

XI. Adjournment

Chairman Payne called for **a motion to adjourn, so moved by Ginger Johnson, seconded by Wendy Bridges. The meeting adjourned at 10:53 AM.**



Yavapai County Annual Awards Celebration

XII. Director's Award Presentation

Ms. Drew began the Awards Ceremony by speaking of the successes of the Yavapai County Workforce Development System from the Annual Report for the guests that were present. The highlights were over 19,000 individuals served throughout the County during Program Year 2017-2018, and success that comes from our employers and the stellar individuals that seek opportunity for placement in employment and training opportunities, and from our dedicated staff. She recognized Julia Sawyer and Leah Cickavage and asked some of the NACOG staff in attendance for the awards ceremony to introduce themselves – Art Askew introduced himself as a fairly new Program Specialist, having started working with NACOG in January 2018; Sonya Liadis also introduced herself as a Program Specialist employed with NACOG for 3/12 years; and Bill Hlavaty, formerly with DES and now with NACOG as a Program Specialist since December 2017.

Ms. Drew then announced the Director's Award, which represents partnership and support for services and programs as well as for the Board. The Director's Award was presented to the Yavapai County Board of Supervisors, accepted by Supervisors Tom Thurman and Randy Garrison. Ms. Drew shared remarks about her work with the Supervisors over the years and expressed appreciation to them and their staff, including Yavapai County Administrator Phil Bourdon, for always being ready to support and demonstrate partnership with the Yavapai County Workforce Development Board. Ms. Drew acknowledged that she has worked with all five Supervisors over the years, and she also recognized the administrative support staff and their professionalism. Ms. Drew noted that the County is the fiscal agent for all of the workforce programs, and they sponsored the Summer Youth program this year as well. Supervisor Thurman and Supervisor Garrison accepted the award gratefully.

XIII. Annual Awards Presentations

▪ Chairman's Award

Chairman Payne presented the Chairman's Innovation Award to Jesse Burke from John Hancock Barbershop. She reported that John Hancock Barbershop has executed five On-the-Job (OJT) training contracts for assistant manager and barbers with NACOG Title I this year with 100% retention rate. The company's strategy is to hire local Veterans and offer training and a sustaining wage. The clients have all completed their training and been offered advancement opportunities at a competitive wage. Mr. Burke thanked NACOG for the opportunity to train through the program. He noted they are glad for the OJT program, as their goal is to be the premier barber shop in Northern Arizona, and the training program helps them move barber school graduates into further training and experience for 3 months at no risk to the company. He commented that they are looking to expand their business to other locations, and he gave credit to NACOG for the assistance that makes it possible.

Ms. Drew introduced Supervisors Thurman and Garrison as the emcees for the rest of the Awards Ceremony. Supervisor Garrison shared some remarks and gratitude regarding the work and partnership with NACOG and the Board prior to presenting the remainder of the awards. He noted that the difficulty County-wide in finding qualified employees for positions has been alleviated by NACOG's training resources to bring in good jobs and employers to the County. Ms. Drew thanked Supervisor Garrison for his comments and acknowledged the Workforce Development Board members for their guidance and partnership.

The presentations of the remainder of the Awards commenced.

- **Large Business of the Year**

Supervisor Garrison invited Christin Grady to the podium to receive the award for Large Employer of the Year on behalf of European Techniques, who has hired 32 NACOG clients during Program Year 2018-19 with an 82% retention rate. European Techniques was nominated by Sonya Liadis. They now employ over 140 employees. Supervisor Garrison noted that Ms. Grady is a success story for OJT as well, and now serves as the Office Manager for European Techniques. Ms. Grady thanked NACOG for the award on behalf of Tom and Marie Corkery, owners of European Techniques, noting that the Corkery's are very busy because the company has grown so much over the past year – almost doubling the employees. She concluded by stating they are looking forward to the future. A round of applause followed.

- **Small Business of the Year**

Supervisor Garrison introduced John Dahl of RESA Wearables to accept the award for Small Employer of the Year, nominated by Leah Cickavage. RESA Wearables is a new manufacturing company that had an innovative and successful business plan to hire over 100 new employees in the Prescott area within a year. Their initial contract was for four individuals, and have since hired 39 NACOG OJT clients and had 37 individuals obtain certificate training in 3-D technical skills. RESA has a 99% retention rate for training and employment which provided average wages starting at \$25 per hour. The economic benefit to the local economy is approximately \$1.3 million return on investment for direct wage benefit. RESA Wearables started with six employees and now have over 200 employees. Glen Hinshaw, owner of RESA Wearables, arrived and accepted the award and expressed gratitude to the community and all of the partners, such as Yavapai College, the City of Prescott and NACOG. He acknowledged Lisa Forsher for being the liaison between NACOG, RESA and Yavapai College. Mr. Hinshaw closed by stating they are grateful for the chance to serve. A round of applause followed.

- **Adult of the Year**

Supervisor Garrison introduced Lisa Forsher as the Adult of the Year, who also works for RESA Wearables. Ms. Forsher was nominated by Leah Cickavage. Ms. Forsher was one of the original four contracted through NACOG and is now their Office Manager/Corporate Accountant. Ms. Forsher has inspired others to succeed in their career path by mentoring and encouraging employees with RESA Wearables and NACOG. Ms. Forsher expressed gratitude for the award, noting that it's been a challenge but a lot of fun. She acknowledged the support that NACOG has given her, with a lot of hard work. A round of applause followed.

- **Youth of the Year**

Pei-Wen Yang, who was not able to attend, was selected as Youth of the Year, nominated by Christine Rangel. Supervisor Garrison shared the story behind the award, noting that Ms. Yang is from the Verde Valley and has worked hard and persevered to obtain workplace skills through the Summer Youth Program at NACOG. She completed two sessions of SYP, one with the Yavapai County Board of Supervisors and one with Mingus Union High School. Last month, Ms. Yang graduated from Mingus Union High School ranking 3rd in her class and will be attending University of California San Diego this fall. Supervisor Garrison noted that she was a Key-Club Member through the Verde Valley Kiwanis with great personal and workplace skills, and that she is very deserving of this award. Applause followed, Ms. Yang will receive her certificate by mail.

- **Veteran of the Year**

Supervisor Garrison introduced Jon Ricketts of John Hancock Barbershop as Veteran of the Year, nominated by Art Askew. Mr. Ricketts served his country in the U.S. Army from 2013 – 2017 as a Watercraft Engineer, receiving several medals and ribbons prior to receiving an Honorable Discharge. He interviewed for a front desk position with John Hancock Barbershop and, through NACOG's OJT

assistance, learned management skills and is now an Assistant Manager for John Hancock Barbershop. Supervisor Garrison thanked Mr. Ricketts for his service and presented the award. Applause followed. Mr. Ricketts expressed appreciation to Jesse Burke and Grant Quesada for the opportunity of employment, and to NACOG in Prescott and particularly Art Askew training opportunity and for the Award. Another round of applause followed.

- **Trainee of the Year**

Supervisor Garrison introduced Mary Sorthun-Williams as Trainee of the Year, successfully completing the training program with RESA. Ms. Williams was nominated by Bill Hlavaty. Ms. Williams persevered and overcame obstacles to complete the 14-week RESA Wearables training program at Yavapai College. She is a full-time production technician with RESA Wearables and has earned self-sufficiency. A round of applause followed. Ms. Williams thanked NACOG and Bill Hlavaty for their support and assistance in providing the tuition for training for her career, and thanked Glen Hinshaw, John Dahl and Lisa Forsher for the internship and for keeping her on as an employee. She stated that RESA is a great company to work for. Applause followed, and a photo opportunity for all award winners. Ms. Drew made closing remarks, thanking the Board members for being present and for all the award winners for their achievements.

XIV. Awards Luncheon

This concluded the Awards – Members and Guests adjourned for lunch.