

6. Access

A description of how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals.

a. Particularly eligible individuals with barriers to employment.

System On-Ramps

Coordinated referral processes will be used to connect vulnerable populations with the [ARIZONA@WORK Pima County One-Stop](#) workforce system. In this type of process designated points of contact are assigned by each Partner to receive referrals and provide feedback on the services provided. The referring entity obtains permission from the customer as appropriate to be able to share basic information with the One-Stop point of contact and to continue to coordinate ongoing services by both or all partners.

Referring entities include:

1. Temporary Assistance for Needy Families (TANF) Jobs Contractor (currently ResCare Workforce Services-Arizona, Inc.);
2. Supplemental Nutrition Assistance Program (SNAP);
3. [Pima County Adult Probation](#);
4. [Pima Community College Adult Basic Education for College and Career](#);
5. [Arizona D.E.S. Vocational Rehabilitation Services](#);
6. Pima County Community Action Agency ([CAA](#));
7. Pima County Health Department Women, Infants and Children (WIC) Program; and
8. Several alternative charter high schools.

Basic skills/readiness: The [ARIZONA@WORK Pima County One-Stop](#) workforce system will promote an integrated continuum of skill-building offerings to ensure that individuals with barriers to employment obtain the skills required to be successful in career technical education needed to earn a sustainable income. The Core Partners will share curriculum, provide cross training, and co-enrollment of participants to maximize options among the following resources:

Pre-Employment Transition is a [Vocational Rehabilitation](#) program designed for high-school aged youth transitioning from special education into the labor force. The curriculum focuses on communication and self-advocacy skills as well as workplace etiquette.

Pre-Employment Seminars are provided by the WIOA Title I program for any job center customer and all enrollees in individualized career services. Components include identifying transferrable skills, career exploration, resume development, practice interviewing and job retention skills. The Pima County Title I program also offers a three-day Computer Fundamentals class to give job seekers the digital literacy needed to apply for jobs, set up e-mail, and use Microsoft Office applications for basic functions.

The Pima County Adult Probation [LEARN](#) program offers adult education classes for Adult probationers, juveniles sixteen and older who have been sentenced to adult probation and other adults from the community, and has added a variety of other classes that benefit probationers' reintegration into society. Classes now include Cognitive Skills training and some workforce skills.

Since the Great Recession Pima Community College ([PCC](#)) Adult Basic Education for College and Career (ABECC) has partnered with Pima County and PCC Career Technical Education (CTE) programs to offer adult education classes that are contextualized in career-specific content in order to accelerate learning gains and increase participant advancement into career technical education. Recently the partners have expanded career pathway development by means of Integrated Basic Education and Skill Training (IBEST) programs, College Bridge programs and Healthcare College Readiness classes. Targeted career fields have included behavioral health, hotel management, logistics, manufacturing/machining, and green construction jobs.

Portable and Stackable Credentials

The [WIB](#) will continue to promote and advocate for more local training options that result in portable, stackable and industry-recognized credentials, especially through sector partnerships with industry representatives to focus on talent development strategies, skill gaps and emerging needs. The Pima County WIOA Title I programs will incorporate information about the advantages of stackable and portable credentials in career counseling and will work to ensure that new or improved credentials that offer these features are quickly submitted for approval and listing on the Eligible Training Provider List ([ETPL](#)).

Transitional Jobs

The Pima County WIOA Title I program will utilize Transitional Jobs as part of the career pathway for individuals with barriers to employment, especially long-term unemployed, Unemployment Insurance exhaustees and job seekers with limited work experience. Transitional Jobs will incorporate some aspects of the local on-the-job training (OJT) model, for example establishing specific soft skills as competency attainment goals to be taught, tracked and evaluated by the employer.

Volunteering

The Core Partners will work together to develop new capacity to facilitate volunteer experiences for participants, where feasible. Such experiences may be easier to secure than OJT or Transitional Jobs and can provide valuable exposure to the target career field and contacts with potential future employers.

Supportive Services

The Core Partners and other mandated and non-mandated partners will compile an inventory of the many different types of supports each program can provide for job seekers to overcome various barriers to employment. Each program has restrictions and capacity limitations, but co-enrollment and joint service delivery strategies can be used to maximize available support. The local area will develop an updated procedure for needs assessment, service planning and budgeting that will be the basis for coordination of resources from multiple grants, including Pell grants.