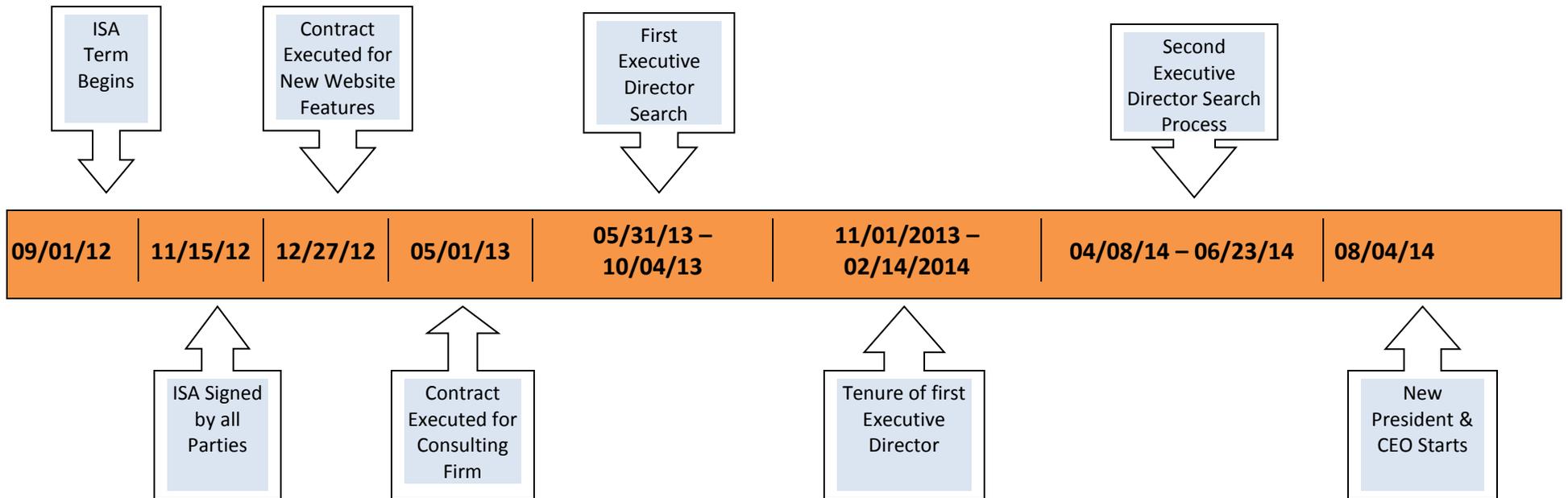
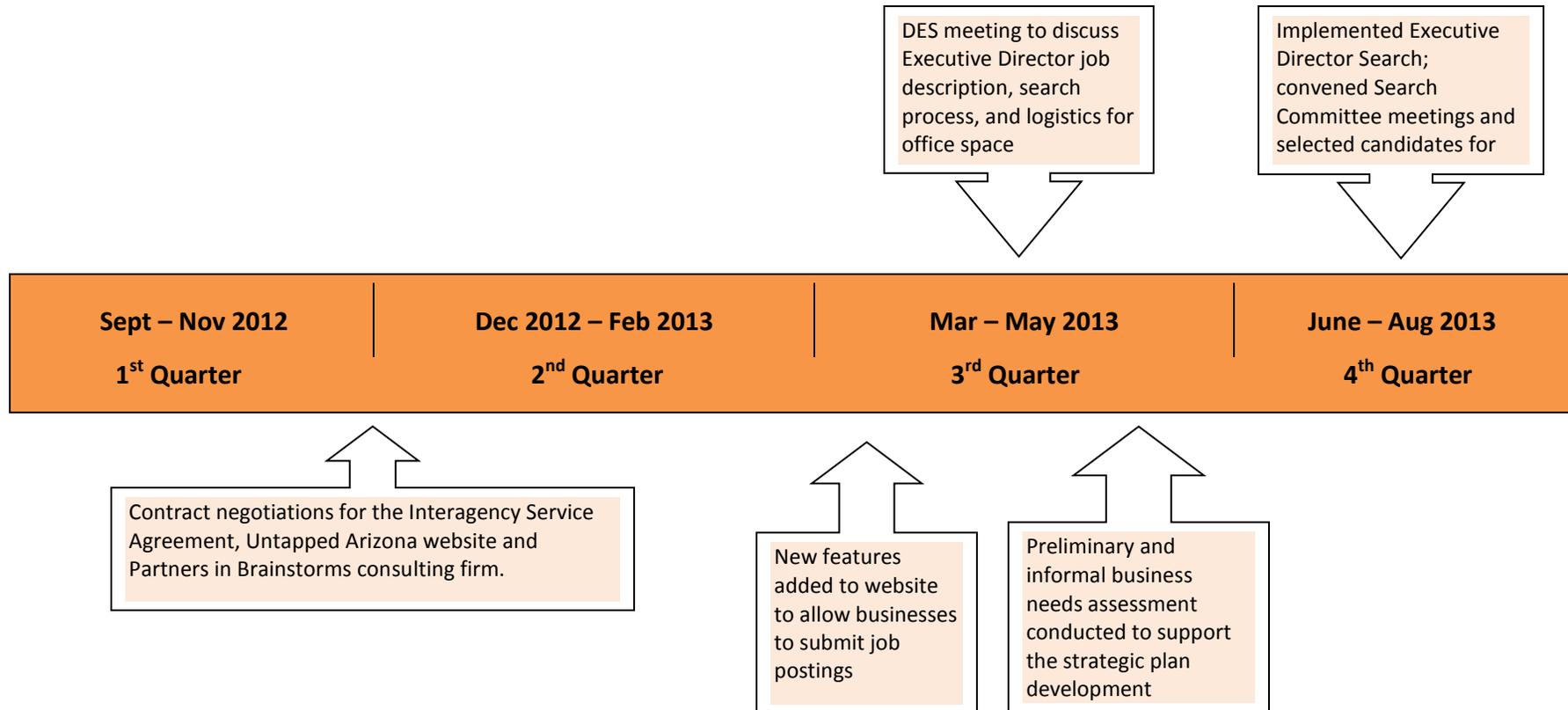


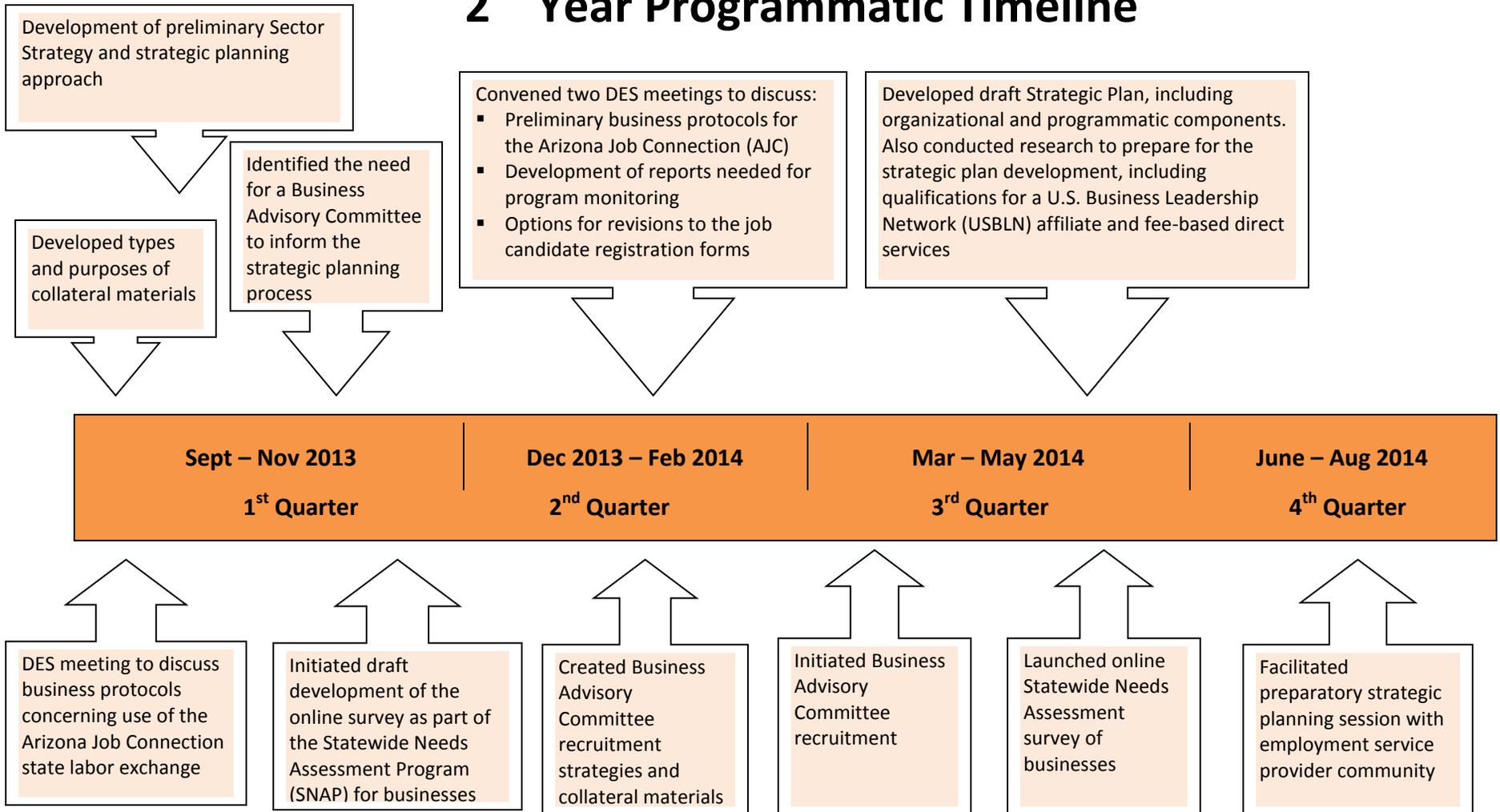
Organizational Timeline



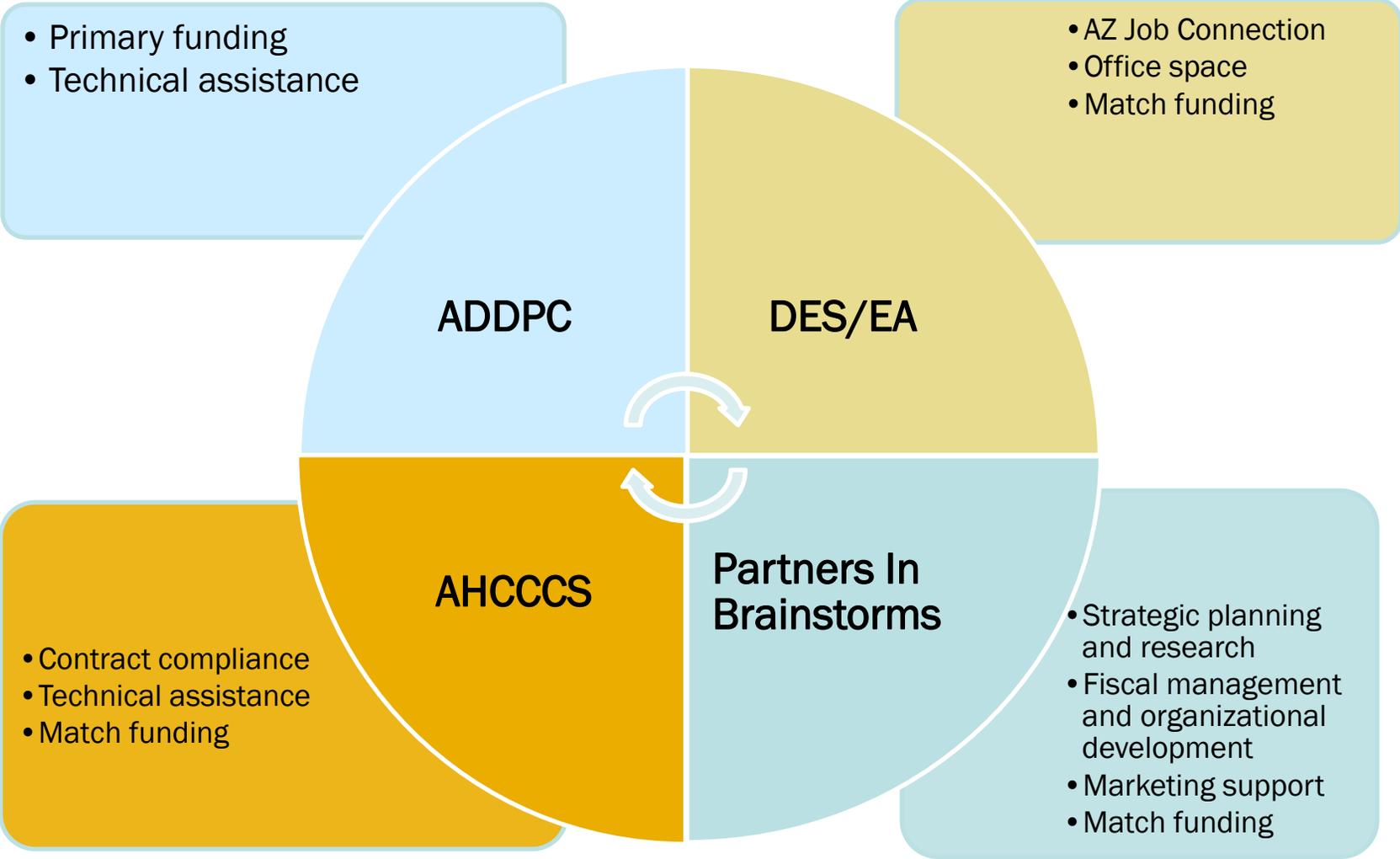
1st Year Programmatic Timeline

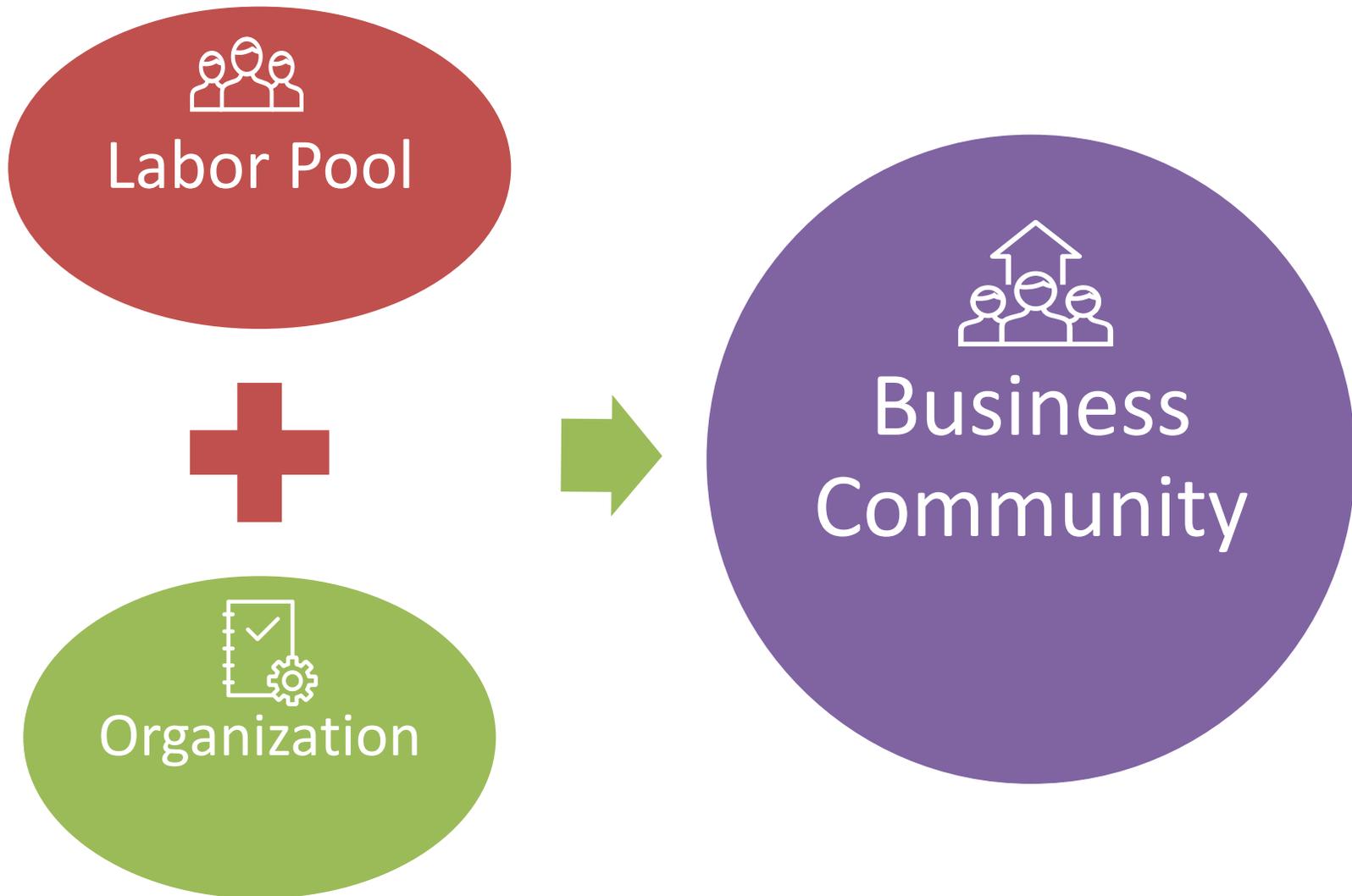


2nd Year Programmatic Timeline



Partners





In order for Untapped Arizona to effectively serve the business community in diversifying its workforce and matching candidates with disabilities to key businesses offering “quality” jobs including “jobs of the future”, Untapped Arizona must work closely with its strategic partners to improve and expand current resources (e.g. Arizona Job Connection) to identify, engage, and bring together the untapped labor pool of individuals with disabilities throughout Arizona into a centralized, qualified labor pool available to the business community. Additionally, as an organization, Untapped Arizona must undertake a number of strategic and developmental activities to establish the stability and sustainability of the organization.



Labor Pool

- Develop Community Employment Advisory Committee
- Submit proposal to DES that includes strategies to drive the talent pool to the Arizona Job Connection
- Finalize business practices and protocols with DES for the Arizona Job Connection
- Develop a model to locate, engage and drive the talent pool to the Arizona Job Connection
- Create reports to identify the number of candidates in the Arizona Job Connection that can meet the workforce needs
- Develop strategies to inform the employment service provider community of future workforce needs



Organization

- Develop short and long-term strategic plans pertaining to organizational development including an organizational staffing capacity plan
- Develop and execute a short and long-term diversified funding strategy
- Become an Arizona affiliate of the United States Business Leadership Network (USBLN)
- Become a non-profit organization



Business

- Recruit Business Advisory Committee members from each industry sector
- Analyze business needs based on Statewide Needs Assessment Program
- Develop short and long-term strategic plans pertaining to business engagement
- Develop strategies to integrate Untapped Arizona into the State's sector strategy
- Develop and provide an array of direct services and associated fee schedule to support Arizona businesses
- Develop marketing strategies and tools to inform Arizona businesses on why and how to diversify their workforce

Untapped Arizona will engage in three simultaneous developmental tracks in order to serve the business community and build organizational sustainability that will serve as the foundation for short- and long-term growth and successful outcomes. Each track ensures Untapped Arizona is positioned to serve the business customer in diversifying their workforce and providing “jobs of the future” in key business sectors to individuals with disabilities in Arizona. This is a summary of the activities that will be undertaken in each simultaneous development track. A detailed workplan is provided in subsequent pages outlining progress on these activities and next steps that need to be undertaken.

Two-Year Continuation Proposal [September 2014 – August 2016]

The following matrix shows the major activities for Untapped Arizona (UAZ) as outlined in the Interagency Service Agreement. Progress has been made on all activities, and new activities have been identified in italics. The third year is primarily focused on strategic planning, organization and programmatic development; with the fourth year devoted to implementation and sustainability activities.

#	Activity	Progress	Tentative Internal Workplan Timelines
1	Hire Executive Director	<ul style="list-style-type: none"> ▪ Personnel started August 4, 2014. ▪ Title changes to President and Chief Executive Officer. 	Completed
2	<i>Trademark name and logo</i>	<ul style="list-style-type: none"> ▪ <i>Required Trademark Search in progress and preliminary documents completed. Currently identifying all possible uses of name and logo and communication channels.</i> 	<i>November 2014 (60 to 90-day processing timeline)</i>
3	<i>Develop strategies to drive the talent pool to the Arizona Job Connection (AJC)</i>	<ul style="list-style-type: none"> ▪ <i>UAZ has held several meetings with DES to discuss how to make revisions to the AJC that would support job seekers with disabilities to self-identify/disclose a disability. UAZ has met with representatives from the employment service provider community to discuss the feasibility of the proposed changes within the AJC. UAZ plans to submit a formal proposal to DES that includes strategies and preferred wording for supporting job seekers with disabilities to make informed decisions about disclosure as well as designate those to whom they are willing to disclose their disability (DES, prospective employers with federal contractors, or all prospective employers).</i> ▪ <i>UAZ also plans to develop an advisory committee -- a "Community Employment Advisory Committee"-- to discuss strategies for streamlining the talent pool to the AJC, including job seekers receiving government funded, privately-funded, and/or no employment support services. The Advisory Committee would be charged with developing a model and outreach strategies to find, engage, and drive the talent pool to the Arizona Job Connection (state labor exchange). Additionally, the Committee will be charged with developing strategies for collaborative business engagement activities. The Community Employment Advisory Committee activities will be representative of both urban and rural areas of the state and will help inform the strategic planning process.</i> 	<p><i>December 2014 (Strategies and Implementation Plan)</i></p> <p><i>Ongoing implementation of strategies and outreach throughout contract period.</i></p> <p><i>Ongoing through August 31, 2016</i></p>

#	Activity	Progress	Tentative Internal Workplan Timelines
4	Institute business practices and protocols with DES for the Arizona Job Connection (AJC)	<ul style="list-style-type: none"> ▪ UAZ meets with DES on a regular basis to develop and finalize the business practices and protocols between the two entities. Practices and protocols have been drafted and are updated at each meeting. ▪ UAZ is in the process of negotiating proposed changes to the AJC that will support collection of outcome data. ▪ <i>UAZ has identified the following needs to implement the business practices and protocols for the AJC:</i> <ul style="list-style-type: none"> ○ <i>Develop tools to assist individuals, partners, and businesses to utilize the Arizona Job Connection.</i> ○ <i>Develop reports to identify the number of registered candidates that can meet the workforce needs of a particular business.</i> ○ <i>Develop reports that can identify the types of positions and qualifications that businesses are currently seeking.</i> 	<p>December 2014</p> <p><i>Business practices and protocols to be implemented throughout contract period through August 31, 2016</i></p>
5	Develop enhancements to the Untapped Arizona website	<ul style="list-style-type: none"> ▪ Enhancements to the website have been initiated based upon drafted business practices and protocols with DES concerning use of the Arizona Job Connection. Those practices and protocols must be finalized in order to complete the enhancements to the UAZ website. ▪ Incorporate a business testimonial page to highlight success stories of businesses that diversify their workforce. 	<p>December 2014</p> <p>Ongoing updates as needed as budget allows</p>
6	Recruit a Board of Directors, and provide board development (training and technical assistance)	<ul style="list-style-type: none"> ▪ Currently recruiting for a Business Advisory Committee to help inform the strategic planning process. The invited members are representative of industry sectors in Arizona. ▪ Upon conclusion of the strategic planning process, UAZ will recruit a Board of Directors for the nonprofit organization. ▪ UAZ has created marketing materials and talking points to recruit both Business Advisory Committee members and a Board of Directors. 	<p>September / October 2014 (Business Advisory Committee)</p> <p>March 2015 (Board)</p>
7	Develop short-term and long-term strategic plans	<ul style="list-style-type: none"> ▪ Mission and vision statements have been drafted. ▪ A Statewide Needs Assessment Program (SNAP) which involves an online survey is currently being implemented and addresses the recruiting and hiring needs of Arizona businesses—as they pertain to an inclusive workforce—to help inform the strategic planning process. 	<p>March 2015</p>

#	Activity	Progress	Tentative Internal Workplan Timelines
7	Develop short-term and long-term strategic plans, continued	<ul style="list-style-type: none"> ▪ DES has committed to sending out an announcement about the survey to all Arizona businesses that pay quarterly employment taxes. ▪ Additional data and analysis from the Statewide Needs Assessment Program (SNAP) will be provided to DES/EA to aid in identifying the profile of current and potential business users of AZ Job Connection/Untapped Arizona in order to further develop strategies and tactics to increase usage and promote the hiring of individuals with disabilities. ▪ <i>In addition to the stipulations in the contract, UAZ has identified the following new items to be considered and incorporated into the strategic planning process:</i> <ul style="list-style-type: none"> ○ <i>Develop strategies to integrate UAZ into the State Commerce Authority’s sector strategy.</i> ○ <i>Develop a tool and strategies for sharing information on future workforce needs with the employment service provider community.</i> ○ <i>Develop an organizational capacity plan to identify when and how to increase staffing capacity, including securing mentor consultants to assist with initial staffing capacity workforce needs.</i> ○ <i>Development of a UAZ “Seal of Approval” and criteria to be awarded to Arizona businesses that diversify their workforce. The “seal” could be placed on the business’s advertisement materials and on the doors of its business locations.</i> 	<p><i>Focus on strategies in Year 1 and roll-out and implementation completed in Year 2</i></p>
8	Develop and provide array of direct services and associated fee schedule to support Arizona businesses	<ul style="list-style-type: none"> ▪ The Statewide Needs Assessment Program (SNAP) noted above contains a preliminary list of technical assistance and training topics that UAZ may consider providing to Arizona businesses. ▪ <i>UAZ wants to create and promote a peer-to-peer, business-to-business approach to outreach and education. UAZ will develop strategies and tools (marketing and education materials) for the Board of Directors to utilize in educating their peers, and for the CEO to use in educating businesses to diversify their workforce.</i> 	<p><i>March – June 2015</i></p>

#	Activity	Progress	Tentative Internal Workplan Timelines
9	Develop marketing strategies and tools to inform Arizona businesses on why and how to diversity their workforce	<ul style="list-style-type: none"> ▪ UAZ has created a general outreach flyer. ▪ UAZ has created branded materials for promotional items (business cards, folder, thank-you notes/envelopes, etc.) 	Ongoing development for targeted groups
10	<i>Become an Arizona affiliate of the United States Business Leadership Network (USBLN)</i>	<ul style="list-style-type: none"> ▪ <i>UAZ has contacted the USBLN and obtained the requirements and application to become Arizona's USBLN local affiliate.</i> ▪ <i>USBLN has invited UAZ's President & CEO and one of UAZ business partners (Medtronic) to its annual conference September 29 – October 2, 2014 in Orlando, Florida. The 2014 USBLN Annual National Conference addresses three key tracks for Untapped Arizona growth: Workplace, Supply Chain and Marketplace.</i> 	<p><i>June 2015</i></p> <p><i>Ongoing involvement with USBLN throughout contract period</i></p>
11	Become a non-profit organization	Have begun preparation of documents for Federal IRS 501(c)(3) which include the following: Application, and all supporting documentation including 3-Year Projected Financial Plan, Rules of Operation, Disclosure/Transparency in Governance and Finances, Financial Practice/Accountability, Statement of Revenues and Expenses & Balance Sheet, Establishment of Public Charity Status, etc. In addition, the State of Arizona requires Non-Profit Articles of Incorporation, Minutes, Bylaws, Non-Profit Charitable Solicitation Registration, State Tax Exemption, and Sales Tax Exception filings.	Process has begun including drafting the necessary documents, narrative of actives, financial projections, schedules, etc. Initial documents and Board of Directors to be completed by March 2015. Based on current IRS timing, review of 501(c)(3) packet is running between 6 and 9 months.

Short-Term and Long-Term Sustainability Planning

As part of the strategic planning process, Untapped Arizona will develop a diversified funding and sustainability plan for the organization. The sustainability planning process will consider the following:

- Fundraising and networking opportunities identified with the assistance of the Board of Directors which may include access to other key business leaders and individuals, corporate funding, personal and corporate foundations, and other opportunities
- Submission of proposals for applicable and relevant federal and state grants
- Proposal created and submitted to both personal and corporate foundations
- Fee-for-service contracts for one-to-one, on-site technical assistance
- Fee-for-service group training (in person, through webinar, etc.)
- Membership dues/commitment for an Untapped Arizona “Seal of Approval”

Outputs / Outcomes

Outputs
New jobs posted on AZ Job Connection: 65
People with disabilities will be enrolled in AZ Job Connection including 25% of people with developmental disabilities: 250
Outcomes
People with disabilities will be hired including 25% of people with developmental disabilities: 50