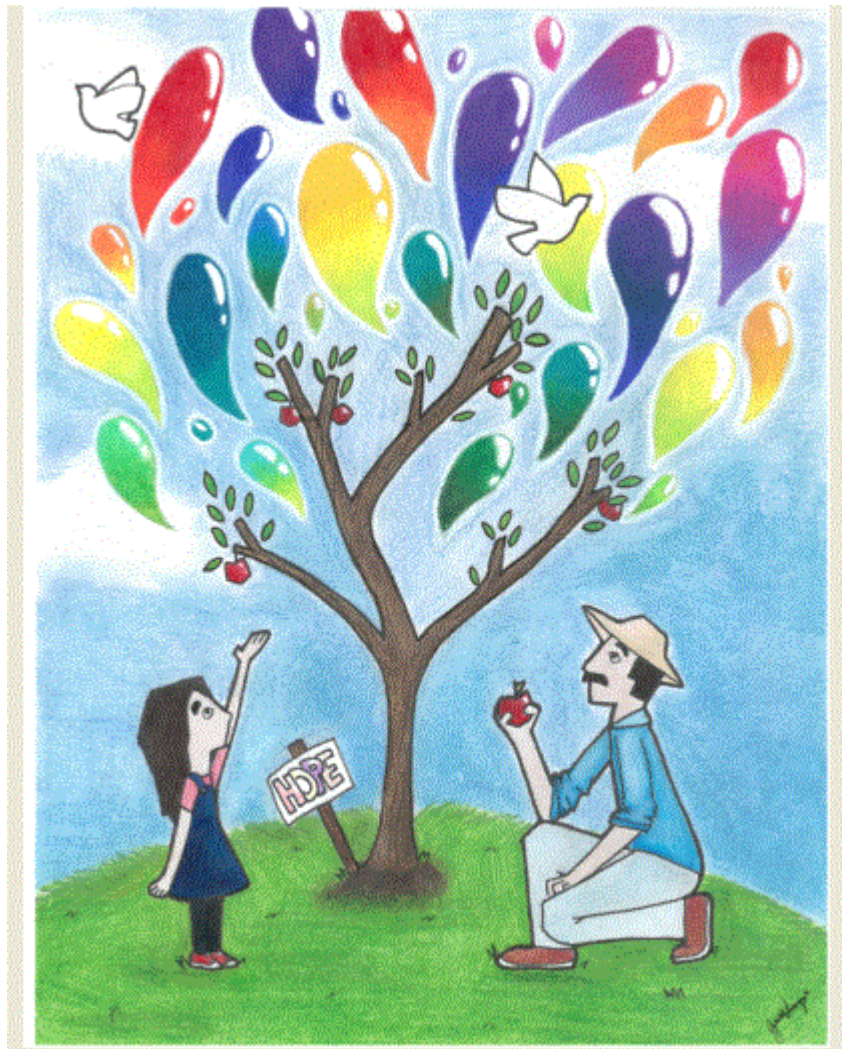




PPEP, Inc. & Affiliates

48TH Anniversary

Annual Report - October 2015



Jaqueline Vargas, Young Farm worker Girl – Awarded National Art Award by AFOP

2014 – 2015 Theme

“Those Societies that honor the field workers shall endure.” Pres. James Madison”

John David Arnold, Ph.D.
Chief Executive Officer & Founder

Gertha Brown-Hurd
President PPEP

Internet Address: <http://www.ppep.org>
WWW.AFRICAWARESNDONATE.ORG
E-Mail Address: pppep@ppep.org

Si Se Pudo 1967



TABLE OF CONTENTS

Letter from the Chief Executive Officer	4
PPEP and Affiliates Board of Directors	11
PPEP and Affiliates Committees	12
PPEP TEC High School	13
Report from the Chief Administrator Officer of Education	23
Human Services	45
Department of Labor Workforce Investment Act	46
Department of Labor (DOL).....	48
PPEP HEP.....	54
Arivaca Community Garden	59
Youth Build.....	62
PPEP Microbusiness.....	67
Housing Division.....	75
Behavioral Health & Counseling.....	94
ENCOMPASS Program.....	96
Finance Department.....	110

Human Resources Department.....	113
Property and Insurance.....	117
Information Technology Department.....	120
Arizona Virtual Academy.....	123
International Report.....	124
CEO Quarterly Reports.....	128
Photo Album.....	138
Awards and Recognitions.....	156

MOTTO:
"Si Se Puede" "Si Se Pudo"

2014 THEME: 2015
"Those Societies that honor the field workers shall endure."
Pres. James Madison



Dr. John David Arnold and Chancellor Lee Lambert, Pima Community College



Portable Practical Educational Preparation, Inc.

Multi Service Center
802 E. 46th Street
Tucson, Arizona 85713
(520) 622-3553
Webpage: www.ppep.org

Toll Free: (800) 376-3553
E-Mail Address: jamold@ppep.org

FAX: (520) 622-1480



Edgar Granillo
President

John David Arnold, Ph.D.
Chief Executive Officer & Founder
"Si Se Pudo"

Gertha Brown-Hurd
President

CEO ANNUAL REPORT OCTOBER 2014 - OCTOBER 2015 "48 Years and Rolling to 50"

Estimados PPEP Board and affiliates members:

I. Historical Note: August 24, 1967 seems like a very long time ago. The night before we were gassing up La Tortuga for its first run to Sahuarita. The next day, calls were made to the volunteer teachers; reminding them to be prompt to the PPEP office. It was then located in the living room of my home (a duplex in Pueblo Gardens, Tucson). The part-time community aides in Sahuarita, Continental, and Bull Ranch were reminded of our arrival time at old Sahuarita Elementary School, which would be our first stop. They were to inform the Bracero farmworkers working at Farmers Investment Company (FICO) to be on the look-out for La Tortuga to board for their Adult Education and literacy classes.

Fast forward, almost five decades some things remain the same. We still go by the mission, "To improve the quality of rural life." Still have a project in Sahuarita. Just as our first Bracero students were international, we still have projects we support in Mexico and farmworkers in Africa. The 'La Tortuga' bus is still with us housed in our Farmworker Hall of Fame in Tucson. Furthermore, we continue to focus on the migrant seasonal farmworker and rural poor preparing them as they transition to the urban inner city.

II. The 2014-2015 Fiscal Year has seen the usual challenges as well as has some new opportunities open to us. Whereas, we were not refunded with the United States Department of Education Farmworker Education Program (HEP) yet we were awarded a highly competitive Youth Build grant from the United States Department of Labor. During the year we closed the pre-school in Somerton, as subsidies for childcare were not available as anticipated. Then there was the deluge that flooded our properties in Somerton. However, Youth Build was to the rescue with repairs and clean up.

III. New opportunities: On the other hand new opportunities were opened to us through Cenpatico Integrated Services impacting PPEP Behavioral Health Counseling Services. Fortunately, PPEP already had a five-year relationship with Cenpatico previous to it becoming the new Integrated care provider for Southern Arizona. This coupled with the re-organization of PPEP's Counseling division, to include re-hiring Roxanna Gonzalez and a new team of counselors. Our territory

as well as funding should be increased dramatically. We will recognize this partnership at the PPEP 48th anniversary board meeting

The Arizona State University (ASU) CompGirls program at PPEP TEC was initiated this past summer with our female students being empowered. We look forward to this program being expanded to other campuses. There is even some talk of a pilot demonstration in Africa.

Just on the drawing board is our interest in adopting a *Promotoras* program here in Pima County. This program uses volunteers to reach into the inner city homes with services. In Yuma County, another *Promotoras* program reaches farmworkers. We hope this model can be expanded to rural Pima County.

IV. The Strategic Plan: This year both the PPEP Board and staff embarked upon a plan for the next five years. This was accomplished through an agency wide survey and series of meetings to digest the findings. In the end, a detailed Strategic Plan document was published and put into action. Staff retreats and committee assignments ensures full implementation and feedback. You can view this plan on the PPEP website www.ppep.org.

V. Reaching Out Creativity Partnerships: Perhaps more than any time in our history our agency reached out to other organizations and institutions through MOUs to create these partnerships. It has become apparent to us that neither PPEP nor any one organization can carry the whole load of human and economic development services. In this age of poor economic conditions and cutbacks in government funding we need such collaborations.

We started with our base, which is education. The first MOU was with Pima Community College (PCC) to interface the college with our PPEP TEC High Schools. Part of the collaboration was to offer PCC classes to our students'. Other discussions regarding scholarships as well as transition from high school to college programs were initiated. The PCC model opened doors for us with other community colleges such as Cochise College, Western Central Arizona, and Yuma campuses. More than a dozen other MOU's were negotiated and implemented. Some of these will be discussed later in this report.

VI. AZVA and Insight On-Line: charter schools provide our students the options to study at their own pace in the privacy of their home or the library. The students are supported by online teachers and a specially designed curriculum that conforms to State of Arizona EDUCATION standards. These students graduate receiving official high school diplomas as do PPEP Tec graduates .The institutions operate under the PPEP charter. Dr. Fernandez represents both entities as a board member.

I attend both the graduations each year held in Gilbert, Arizona. Daily some 5,500 students K through 12 learn through virtual instruction. This is a long

standing partnership we have with K – 12, Inc. dating back to 2003. There is a detailed report attached. For more information about either school, consult www.k12.com/azva or az.insightschools.net.

VII. Board Updates: This year we went through a recertification process for the board of directors. Each was asked to present a letter of nomination, petition, and other documents sustaining representation. Two new board members were added: Mr. Ralph Romero formerly the director of the Migrant Education program was added as Secretary to the PPEP Board. Mr. Kerwin Brown became our board business representative. He is the President and CEO of the Arizona Black Chamber of Commerce. Both are Maricopa County, farmworker, and business representatives.

VIII. International Committee – Oversight Organization: For the first time an International Committee was formed to have oversight of the programs abroad especially in Africa and Mexico. The Personnel Committee met in conference with the Ghana Paramount Queen regarding her, “Conflict Resolution Protocol.” The International Committee is co-chaired by Jay Ofori (Africa) and Jorge Valenzuela (Mexico). Jay Ofori conducted a site visit to the projects in Ghana and his report is attached to this document. **The West Africa Rural Empowerment Society WARES** chaired by Dr. C.A.C. Eronini from Nigeria. They have oversight coordination and fundraising functions. They do not operate programs or have grant funding capabilities. WARES has initiated a “Conflict Resolution Protocol,” when funding issues are not resolved; also for recovery of misused funds or property.

IX. International Projects:

Mexico: The Reino de los Niños Orphanage in Imuris, Sonora, is in its sixth year of funding from the Tree of Life. Collaborations with FAI of Sonora continue in microfinance and Moringa production. Exploratory work in Chiapas for woman’s textile cooperatives is underway.

India: A volunteer traveled this past summer at her own expense to assist in the Sultanpur Lodhi farmworker clinic. This is a follow up to a previous visit by the CEO. Dr. Cousens anticipates a trip there to do a Diabetes seminar in the near future. I may assist in a Vegan farming seminar.

Cameroon: PPEP continues to support the organic farming project in the Bambui Fandom with organic seeds. To support the microfinance program there as well. Relationships have been established at the Universities in Limbe, Buea, and Bamenda.

Nigeria: The John David Arnold Academy for Success continues to grow; now almost 300 elementary students. The Tree of Life supports this school with funding for organic snacks and meals. The Mberi Micro Finance is administrated

by the Imo State Department of Cooperatives. The Deaf and Mute School continues to expand with volunteer services generated by Dr. Emma Anoye.

Ethiopia: The senior center in Holeta has become self-sufficient.

Somalia: The first FGM seminar was conducted in Mogadishu with local village women. A study was produced and another FGM workshop was conducted with the University Of Arizona Department of Gynecology with 35 medical personnel in attendance. Somalians also participated as presenters. More seminars including prevention of Diabetes are being planned. You can view the report on our web site, www.ppep.org click international, click Somalia

Ghana – PPEP and Tree of Life Office: The first office in Africa was opened this year in New Baika, Volta Region. From that office our Diabetes education, clean water, microfinance, cultural youth and movie making are carried out. It also serves as a tourist information center and a museum of the Buem People. The brochure of the office is attached.

Music /Movie Making: The first ever, two (2) films of the Buem Traditions in the Lelemi Language were produced by the Eagle House Movie Productions. The Young Singers from the Rain Forest produced their first CD album with 9 songs including humanity, traditions, deforestation, border crossers, street children, and girl's equal education. The Young Singers from the Rain Forest received LULAC's JDA Humanitarian Award in New York City July 2014. The Buem-Omaboyo Traditional is a district wide festival held each year is also part of the project. Thereby we are reviving the traditional songs and dances of the Buem People.

Clean Water Project: To prevent Ebola, Cholera, and other water borne diseases we embarked on an "Adopt a Water well" to restore the many spoiled village water pumps. Among 28 villages surveyed 52 broken hand pumps were identified. It costs about \$200 to replace the worn out parts. To date, water well in Old Baika, New Baika, and New Ayoma have been repaired; sparing the villages from having to drinking polluted river water.

Diabetes Education Prevention: The Tree of Life funds Nayaa Asehr to do outreach education and prevention throughout the Buem Traditional area. This project educates villagers to eat right as did their ancestors and stay away from junk food, sweet drinks and processed foods.

The office partners with the Ghana Ministry of Tourism as an information center as well as a satellite for the Volta Regional Natural History Museum displaying Buem artifacts and historical photos.

Our office is manned by the Eagle Team staff and is called the Omaboyo Buem Center for Development.

Events: Other programs include the Marathon (14K) to Save the Last Tree, The Mountain Hike to the Ancestral Home, and the Omaboyo Traditional Festival. These events happen between December 26th and New Year's.

The Street Academy: The only urban program funded is the Street Academy for homeless street vendor children. It provides meals, education, sports, and cultural activities to mainstream these children into the public school system. They have had remarkable success in so doing. Staff carryout numerous fundraisers throughout the year.

Sonrisa Beauty Salon is our only urban microbusiness it provides massages, manicure, pedicure other services to its customers. Photos of the above referenced projects can be viewed in the photo section of this report.

Liberia:

The Vice President of Liberia and his delegation will visit Arizona and have requested an audience with PPEP. He is projected to become the Liberian President next year.

X. Education: This topic will be reported in detail later on. However, I will say that this has been opportune to complete the reorganization of PPEP TEC High School .We have installed a new administrator including the oversight by Dr. Johnson Bia. There have been many significant positive changes. As a guideline, the board has approved the report from Sharon Davis on needed changes identified during her study of the school deficiencies. Also, the board expanded its membership to include Ralph Romero formerly with the Arizona Department of Education. Details presented later in this report.

Post-Secondary: Substantial efforts have been made to acquire an existing air conditioning vocational school in South Phoenix; another option is to initiate our own. This also will be reported on in detail later in this report.

XI. Website/Rural Institute: Substantial efforts have been made to upgrade our www.ppep.org site; including updating our "Si Se Pudo" video. The website also serves as PPEP's Rural Institute as it contains much of the historical as well as current information. It serves as a great research medium for the history of a process 1967 to present.

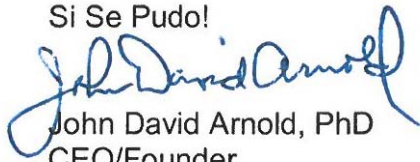
XII. The Bracero Way: The PPEP Hall of Fame has a new addition. The historic photos of the Braceros. These were from the era of the Bracero labor program. They can be found displayed in the Hall of Fame hallway. By the way, the Bracero farmworkers were our first students aboard La Tortuga.

XIII. Protecting PPEP and Affiliates Intellectual Properties. Considerable effort has been made to protect our agency's intellectual property supported by

Legal Advice. This is done through filing trademarks as well as updating corporate documents.

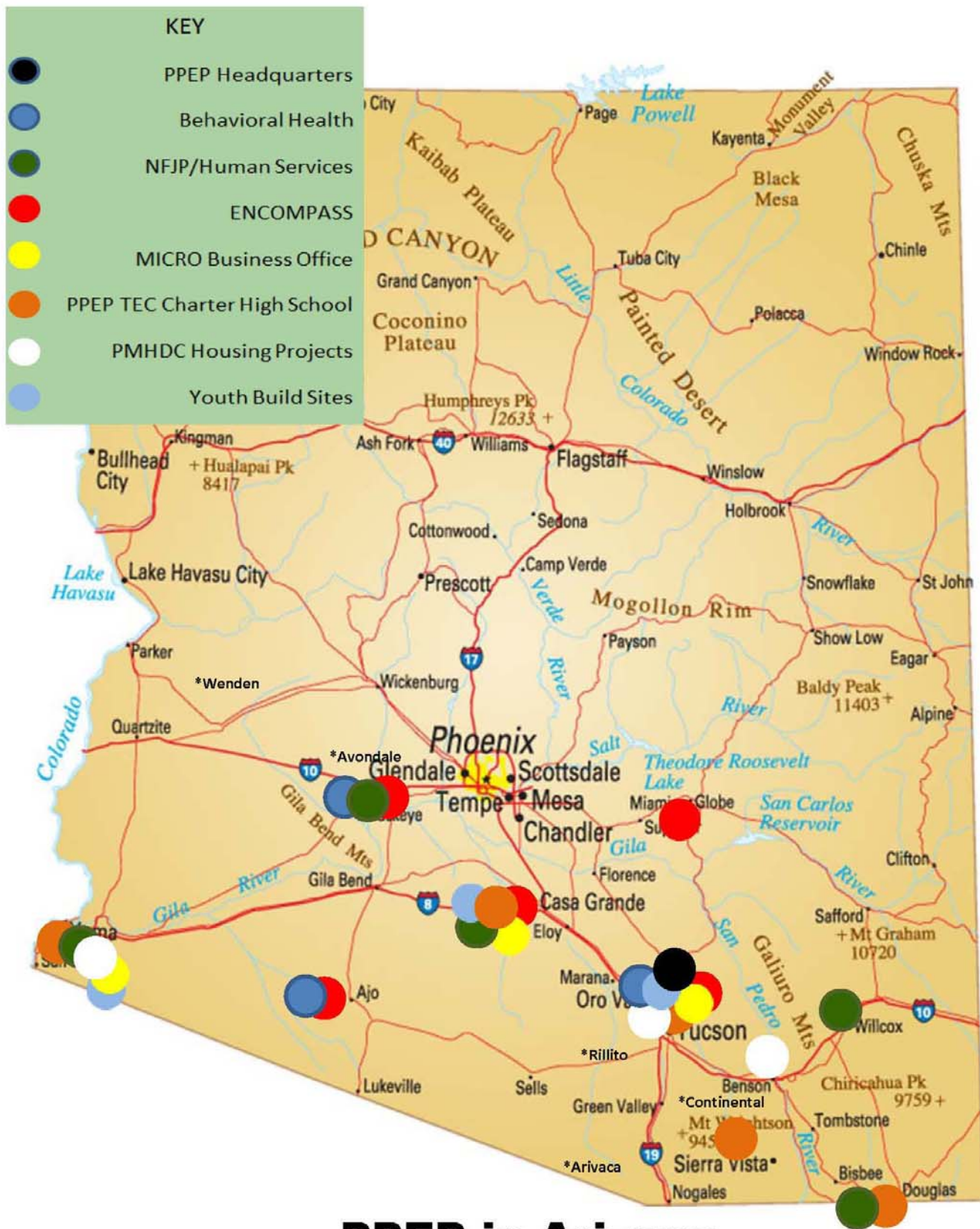
IN SUMMARY, this year has not only seen expansion, but a renewal to PPEP's mission. The PPEP Strategic Plan firmly puts the agency in the position to maintain its roots and define its role in the 21st Century. Please enjoy the report from the staff and their dedicated efforts this past year.

Si Se Pudo!


John David Arnold, PhD
CEO/Founder



CompuGirls USA with Mexican Consul General



PPEP & AFFILIATES BOARDS OF DIRECTORS

PPEP=Portable Practical Educational Preparation
 PMHDC=PPEP Microbusiness & Housing Development Corp.
 PRBDC=PPEP Rural Business Development Corporation
 FARS=First American Resources
 PSHSC=PPEP Senior Housing Services Corporation

PPEP

PRESIDENT

Gertha Brown-Hurd

VICE PRESIDENT

Maria Chavez

TREASURER

Hector Sanchez

SECRETARY

Ralph Romero

MEMBERS AT LARGE

Jacinto Cruz

Jose Yepez

Kerwin Brown

PMHDC

PRESIDENT

Edgar Granillo

VICE PRESIDENT

John Bordenave

SECRETARY

Dollie Hurley

TREASURER

Sherry Jordan

MEMBERS AT LARGE

Jay Ofori- Diallo

John Torrez, CPA

Vacancy

PRBDC

PRESIDENT

Dr. Celestino Fernandez

VICE PRESIDENT

Vacancy

TREASURER

Agustin Tumbaga

SECRETARY

Marc Dresang

MEMBERS AT LARGE

Walter Pearson

Roberto Canchola

Ricardo Castro-Salazar

Enrique Serna

FARS

PRESIDENTS

Jorge Valenzuela

SECRETARY

Johnson Bia, Ph.D.

TREASURER

Jacinto Cruz

PSHSC

PRESIDENT

Gertha Brown-Hurd

VICE PRESIDENT

Jorge Valenzuela

TREASURER

Gilberto Mungaray

SECRETARY

Dollie Hurley

MEMBERS AT LARGE

PPEP & AFFILIATES COMMITTEES

PPEP - TEC BOARD	FINANCE COMMITTEE	HOUSING/ECONOMIC	FOUNDATION LLC	YOUTH	FARM WORKER SCHOLARSHIP
Gertha Brown	John Torrez	Edgar Granillo	Jay Ofori- Diallo	Joshua Sanders	Desiree Monjaras
Hector Sanchez	Barbara Coronado	Agustin Tumbaga	John David Arnold	Jessie Lopez	Connie Martinez
Maria Chavez	Jay Ofori- Diallo	Robert “Bob” Milianta	Scott Nasca	Kenny Coddie	Lillian Robles
Celestino Fernandez		Ray Clark	Walter Pearson		
Ralph Romero		Alan Murray	Ezequiel Gebrekidane		

INTERNATIONAL COMMITTEE	EMERGENCY CIVILIAN RELIEF COMMITTEE	LOAN REVIEW COMMITTEE	PERSONNEL COMMITTEE
Jay Ofori- Diallo, Chair	Jorge Valenzuela	Edgar Granillo	Celestino Fernandez
Jorge Valenzuela, Co Chair	Dr. John David Arnold	Scott Nasca	Gertha Brown-Hurd
Ezekiel Gebrekidane		Jay Ofori- Diallo	Edgar Granillo
Ricardo Castro-Salazar			Sherry Jordan

Board Chairs/Presidents of PPEP, PMHDC, and PRBDC act as ex-officio members



2014-2015 PPEP TEC High School Annual Report

Introduction and History

It is with pleasure that we share with you the history of PPEP TEC High School (PTHS) and some of our successes from this past year.

PPEP TEC High School is a publicly financed, statewide high school whose purpose is to provide an alternative educational program for student's ages 14-21, in grades 9-12. Our primary focus is on high academic standards, and career and technology exploration. We are designed to meet the needs of alternative students, such as: at-risk students, working students, students seeking early completion, students on track toward college, high school drop-outs, and sons and daughters of migrant and seasonal farm workers. Our goal is to support a variety of students to meet their academic potential.

Our teachers are Arizona Highly Qualified, the classes are small, and the students receive individual attention. Our curriculum is aligned with the Arizona College and Career Ready Standards, and all students are assessed in proficiency in order to meet these standards and receive a high school diploma.

Students at PTHS are required to attend at least 24 hours per week. Our hours are flexible, with some locations offering night school and some locations providing transportation. We offer intensive Arizona College and Career Ready Standards based instruction and opportunities for students to participate in Accelerated Learning Opportunities in which students are able to move rapidly through the curriculum material. This approach allows students to complete credit as they are able allowing for the possibility of early graduation.

Since its inception in 1995, PTHS has played a leading role in educating Arizona's youth. We have graduated over 3700 students throughout our seven sites. Our enrollment this past year was approximately 850 students, and we try to maintain a student teacher ratio of 15:1.

For the 2014-2015 SY, PTHS had two learning centers in the Tucson area, and one center each in: Casa Grande, Douglas, San Luis, Sierra Vista, and Somerton.

2014-2015 Headlines

Accountability

On the eve of the Arizona Instrument to Measure Standards assessments (A.I.M.S.), the Arizona State Legislature voted to abandon the Math and Reading tests as High School requirements for graduation. This, effectively, saw the end of A.I.M.S as a means to measure

our schools' performance. Instead, the State of Arizona focused on the new AzMERIT tests. However, because it is brand new, it is un-normed and, therefore cannot be used for accountability.

Prom

In April of 2015, our campuses took part in our seventh annual prom. The theme was “Las Vegas”. Over 100 students participated and each site had a Prom King and Queen. The event was held at the Dunbar Center in Tucson and was once again a rousing success! We would like to extend our grateful thanks to Mr. Dinesh Patel, whose generous gift made this night magical.



(Vegas Theme Prom)



PPEP High School Students and Dr. Arnold Prom Pictures

Sports

For the 2014-2015 SY, PPEP TEC High School fielded a Basketball team. Mr. Sanders, our Recruitment, Retention Marketing & Student Services Coordinator is the head coach of our winning team. This past year PPEP TEC High School basketball team went on to participate in two basketball sessions. During those sessions the team went 18-2 with winning the champions in the Gold Division twice.



PPEP 1st Championship Since 2011



PPEP TEC 2nd Championship of 2014-15 school year

College Visits

In 2014-2015, PTHS arranged college visits to the U of A, ASU, Carrington College, Pima Community College, Arizona Western College, Central Arizona College, and other institutions. Plus we also hosted a college night where we even brought the college to the school to meet with students and families.



College Night



College Field Trip to CAC

Field Trips

During the 2014-2015 SY, PTHS students from all over the state participated in field trips where they combined education with a little fun as well. PTHS students visited, Biosphere II, the Tucson Zoo, The Pima Air and Space Museum, and Kartchner Caverns.



Field Trip to Pima Air and Space Museum



PPEP Tec Students Looking into an Aircraft

Community Events

The students of the Colin L. Powell learning Center in Sierra Vista, in cooperation with Dillard's, Buffalo Wild Wings and other local businesses staged their First Annual Fashion Show to raise money for their Senior class trip to Grad Night at Disneyland.



Colin L. Powell students strut their stuff at Fashion Show Fundraiser

Additional PTHS Information

- PTHS provided services to 104 English Language Learners. Of these 64 improved on their AZELLA scores, and 40 were reclassified.
- PTHS provided services to 173 students with disabilities under IDEA and Section 504. We also provided services to 157 Homeless Youth.
- PTHS continued partnering with PPEP Behavioral Health Services with the aim of providing counseling services to all of our schools on regular schedule of at least once a week.

- In the Tucson, Sierra Vista, Somerton, and San Luis areas bus passes were provided to transport our students to school. PTHS provided bus service for our students who attended school from the Robles Junction area. In some cases, our drivers covered great distances, but we got our students to school! Since transportation is often a challenge for our students, we do all we can to accommodate their needs.
- PTHS sites throughout the state have participated in and supported a variety of community services, including the Red Cross Blood Drive, the American Cancer Society, Toys for Tots, donations to local food and clothing banks, and diaper drives in addition to being drop-off points for disaster relief efforts.

Recognitions and Updates


- Two hundred and thirty outstanding students graduated from PPEP TEC High School in 2014-2015.
This count is over 100 students higher than the previous year. Congratulations on a job well done!
- The PTHS administrative staff for 2014-2015 was a team comprised of the following: Randy Kempton, Superintendent; Shelly Johnson, Director of Business Operations and Grants; Karol Basel, Special Education Director; Debra Deininger Director of Curriculum, Data, and Educational Programs; Stephanie Montes, Student Records Manager; Josephina Moreno, ELL and Highly Qualified Coordinator; Vicki Lawton Director of School Operations; Abdul Arzani, Student Outreach Specialist/Team Coach; Anabel Robles, Receptionist and NSLP Coordinator; and Alma Colmenero, Executive Assistant.
- The administrative staff was joined this year by the following: Dr. Johnson Bia, Chief Administrative Officer for Educational Programs; Mr. Wayne Tucker, Superintendent; Geraldene Moriah Levi, Director of School Operations; Joshua Sanders, Recruitment, Retention Marketing & Student Services Coordinator; and Nibsa Esquer, Receptionist.

Accolades

- Thank you to our Chief Executive Officer and Founder, Dr. John David Arnold, for his continued vision of what can be done for our youth.
- Many thanks to the students of PTHS for making our jobs so rewarding!
- Special thanks to all of our teachers, staff, and parents for helping us become one of the most respected charter school programs in the Arizona!
- We are especially grateful to Barbara Coronado and the Finance Department for their assistance in all aspects of our budget and accounting needs.

- Much gratitude goes to Susan Marsett and the Human Resources Department whom we consult with on almost a daily basis. And our welcome goes out to Ms. Marta Vargas, who brings a wealth of experience and professionalism to her new position as Director of Human Resources.
- Many thanks to Gary Kleopfer and the entire Property Management Department for their constant support of the needs of PTHS. No matter what time of the day or night, they help without complaint!
- Thank you, to Rob Riggs and Ryan Wild, from the IT Department for keeping our computers up and running! They'll always drop what they're doing to help in an emergency, and they're never too busy to help troubleshoot a problem.
- Special thanks to our Governing Board for their support of our high school program.
- Finally, we extend our gratitude to the entire PPEP, Inc. family for their efforts on our behalf.



 <p>STRATEGIC PLAN 2015-2020</p> <p><small>PPEP, Inc. 400 E. Main Street, Tucson AZ 85715</small></p> <p><small>Office PPEP, Inc. (520) 622-2247 (520) 622-1460 F</small></p> <p><small>Dr. David Ramirez, CEO Dr. Catherine Jones, COO Dr. Janet D. Stewart, CFO</small></p>	<p><u>PPEP Strategic Plan 2015-2020</u></p> <p>During 2014-2015 PPEP embarked on several bold initiatives to strategically position itself for the future. SWOT survey & analysis resulted in review of PPEP vision, mission and values statements. New Strategic Goals include:</p> <ol style="list-style-type: none"> 1. Retain strategic advantage and differentiation for PPEP, Inc. 2. Ensure financial viability and stability through wise use of all resources. 3. To enhance resource development and diversity of programs. 4. Enhance internal collaboration and external partnerships. 5. Keep pace with advances in technology for delivery of services and business operations. 6. Establish a culture of continuous improvements. 7. Enhance strategic marketing and advertising. 8. Optimize efficient use of all PPEP resources.
---	--



PPEP Education Initiatives – Oct 2014 – Oct 2015

PPEP Education Initiatives under Goal 4 included Education Partner Development, Graduations & Prom, Community Partner Development, Professional Partner Development, Advocacy, & New Opportunities.

Education Partner Development

PPEP signed Memorandum of Understanding with several colleges and universities.



MOU with Pima Community College (PCC)

Dr. John D. Arnold, Founder and CEO of PPEP, signed a Memorandum of Understanding (MOU) with Lee Lambert, J.D. and Chancellor of Pima Community College, to enhance educational opportunities for all students. PCC representatives toured PPEP and met with staff: Dr. Darla Zirbes, Acting President of East Campus, Dr. Lee Lambert, Chancellor, Dr. Erica Holmes, Provost, Dr. Karrie Mitchell, Assistant Vice Chancellor for Student Development, and Dr. Heather Tilson, Executive Director of Enrollment Management & K-12 Outreach.

MOU with Grand Canyon University (GCU)

PPEP entered into two Memorandum of Understandings with GCU to promote educational opportunities for students, to promote professional development for faculty & staff, and to collaborate on projects of mutual interest. One MOU is for PPEP, Inc. and the other is specific to PPEP TEC Charter High Schools. Dr. Arnold and Leigh Critchley, Executive Director of K-12 Pathways and Strategic Educational Alliances.





MOU with Arizona Western College (AWC)

Dr. Glenn E. Mayle, President of Arizona Western College, and Ms. Gertha Brown-Hurd, President of PPEP Board of Directors, signed a Memorandum of Understanding to establish educational and career pathways for students in the Greater Yuma region.

Dr. Linda Elliott-Nelson, Vice President of AWC, Wayne Tucker, Superintendent of PPEP TEC, Hector Sanchez, PPEP Board Member, Dr. Johnson Bia, CAO of Education, Daniel Barajas, Dean of Career & Technical Education at AWC, Angelica Sanchez, Lead Teacher at PPEP TEC's Cesar Chavez Learning Center, and Cesar Fandino, PPEP Area Coordinator in Yuma region.



MOU with Arizona State University (ASU) – CompuGirls

Dr. Arnold signed a Memorandum of Understanding with Dr. Kimberly Scott, Founder and CEO of CompuGirls Program and Associate Professor at Arizona State University, and introduced the program in Tucson during Summer 2015 at Celestino Fernandez Learning Center.



Students & Teachers celebrate CompuGirls Program

Ms. Taylor and Ms. Benitez, instructors for the CompuGirls Summer Program, celebrate student achievements. Students completed a digital story telling course and gave a video presentation on social justice topics.

Graduations & Prom

Graduating Class of 2015 – Cesar Chavez Learning Center

Dr. Arnold welcomed the graduating class, parents and guests. Speakers included Everardo Martinez from Arizona Western College and Gerardo Sanchez, Mayor of San Luis, Az. Dr. Arnold also addressed the graduating class of Jose Yopez Learning Center at Yuma Civic Center. Speakers included Mary Frances Haluska, State Director of Migrant Education, Douglas Nicholls, Mayor of Yuma, Martin Porchas, Mayor of Somerton, Fernie Quiroz from Arizona Community Foundation, and Lenore Stuart, District 1 Yuma County Supervisor.





Graduating Class of 2015 –
Celestino Fernandez, Victor
Soltero & Alice Paul Learning
Centers

Speakers included Dr. John Arnold, Founder & CEO of PPEP, Dr. Celestino Fernandez, PPEP Board Member, Paul Appleby, CEO of Counseling Consultants, and Ramon Valadez, District 2 Pima County Supervisor. Raul H. Castro and Colin L. Powell Learning Centers held a joint graduation at Bisbee High School with speakers that included Alesia Ash, Sierra Vista City Council Member, and Raymond Hermosillo, PPEP TEC alumni 2003 and General Manager of Fry's Food in Sierra Vista.



Students at PPEP TEC Prom in
Tucson

Ninety six PPEP TEC students from multiple learning centers and numerous teachers, staff and volunteers enjoyed a Vegas-theme Prom 2015 at the Dunbar Center in Tucson.

Students at PPEP TEC Prom in Tucson

Special thanks to Joshua Sanders, Angela Taylor, Melissa Graves, and Kory Barron for taking the lead in planning, organizing and working with 25 dedicated volunteers to make a memorable evening.



MOU with Grand Canyon University (GCU)

PPEP entered into two Memorandum of Understandings with GCU to promote educational opportunities for students, to promote professional development for faculty & staff, and to collaborate on projects of mutual interest. One MOU is for PPEP, Inc. and the other is specific to PPEP TEC Charter High Schools.

Dr. Arnold and Leigh Critchley, Executive Director of K-12 Pathways and Strategic Educational Alliances.



MOU with Arizona Western College (AWC)

Dr. Glenn E. Mayle, President of Arizona Western College, and Ms. Gertha Brown-Hurd, President of PPEP Board of Directors, signed a Memorandum of Understanding to establish educational and career pathways for students in the Greater Yuma region. Dr. Linda Elliott-Nelson, Vice President of AWC, Wayne Tucker, Superintendent of PPEP TEC, Hector Sanchez, PPEP Board Member, Dr. Johnson Bia, CAO of Education, Daniel Barajas, Dean of Career & Technical Education at AWC, Angelica Sanchez, Lead Teacher at PPEP TEC's Cesar Chavez Learning Center, and Cesar Fandino, PPEP Area Coordinator in Yuma region.



MOU with Arizona State University (ASU) – CompuGirls

Dr. Arnold signed a Memorandum of Understanding with Dr. Kimberly Scott, Founder and CEO of CompuGirls Program and Associate Professor at Arizona State University, and introduced the program in Tucson during Summer 2015 at Celestino Fernandez Learning Center.



Arizona Virtual Academy, Insight Arizona, CompuGirls and YouthBuild

PPEP is committed to providing high quality educational opportunities for students in seven charter high schools, two on-line learning options, and alternative learning experiences through YouthBuild to gain basic academic skills and to explore career options.

Community Partner Development

Goodwill Career Center in Yuma

PPEP established an excellent relationship with Ms. San Juana Macias, Yuma District Manager of Workforce Development for Goodwill of Southern Arizona. The Career Center features computer labs, classrooms, meeting rooms and workshop resources for job search and job development. Career Center works with business leaders to offer career awareness to youth and adults.





State of Arizona Employment Services - Region III

PPEP maintains excellent working relationship with staff at Employment Services for Region III covering Yuma, Pinal and Gila Counties.

Eulalia “Lalys” Tinoco, Employment Services Supervisor, and Veronica Pena, Supervisor for Migrant & Seasonal Farmworker Programs. Christian Espinoza, State Monitor Advocate/Foreign Labor Certification Coordinator, accompanied Ms. Pena in meeting with PPEP Management Team.

Kim L. Rodriguez, Program Manager of Region III, invited CAO for Education to the Region III Management Team Meeting for a presentation on “Overview of PPEP Programs & Services.”

Arizona Private Schools Association (APSA)

Mr. Fred Lockhart, Executive Director of the Arizona Private School Association, and Ms. Dena Frei, Educational Compliance, toured the Celestino Fernandez Learning Center and endorsed support for PPEP pursuing the establishment of a postsecondary vocational training institute. APSA represents postsecondary for-profit and non-profit educational institutions in Arizona.





Yuma Private Industry Council (YPIC)

PPEP and YPIC are long-term friends covering many decades. John Morales, Executive Director of YPIC, and Pat Ray, Deputy Director, were happy to see long-time friends John Arnold and Johnson Bia. The last time the four were together was in the late 1980's when YPIC and Cocopah Tribe sponsored students with Job Training & Partnership Act (JTPA) funds to attend PPEP Training for Employment Center in San Luis. PPEP values long-term relationships with key individuals and organizations as High Value Contacts.

Genesis Youth Center (Youth Hub) in Workforce Connections

PPEP re-established a very good relationship with Ms. Patricia Wallace, Director of Workforce Development in Maricopa County, and through her referral PPEP toured the new Genesis Youth HUB in Mesa. Workforce Innovation & Opportunity Act (WIOA) has a strong focus on serving out-of-school youth. Ms. Tina Luke, Regional Manager for Maricopa Workforce Connections, and staff serve youth ages 14-24 with core services in financial literacy, career exploration, job search assistance, resume development, FAFSA completion, financial coaching, job readiness training, labor market information, job & career fairs and referrals. A total of four Youth Hubs are in the Greater Phoenix Valley.





Arizona Town Hall in Douglas
Raul H. Castro Learning Center's Student Council President, Ms. Karla Dominguez, spoke at Arizona Town Hall in Douglas. The Arizona Town Hall Community Outreach was hosted by Tara Jackson, President of Arizona Town Hall, and Carlos de la Torre, City Manager of Douglas. Fifty business and community leaders included Michael Kies, Director of Planning & Programming at ADOT, Joseph La Rue, Executive VP of Sun Health, Mexican Consul, Jorge Esnesto Espejel Montes, Consul of Mexico in Douglas, and Mary Grier, Attorney.

PPEP Representatives met with Tara Jackson, President of Arizona Town Hall
Mr. Will Fisher, Lead Teacher at PPEP TEC's Raul H. Castro Learning Center
Ms. Karla Dominguez, Student Council President
Mr. Jorge Valenzuela, PPEP Board Member
Ms. Tara Jackson, Present of Arizona Town Hall
Ms. Nayda Sanchez, Student Council Secretary
Dr. Johnson Bia, Chief Administrative Officer for Education, PPEP, Inc.





PPEP Representatives met with Jorge Esnesto Espejel Montes, Mexican Consul in Douglas, and Carlos de la Torre, City Manager of Douglas. Both were eager to speak with the students and provide encouragement. Both the Mexican Consul and City Manager are familiar with the long-time work of PPEP in Southern Arizona.



Board Member meets staff of Colin L. Powell Learning Center, Sierra Vista

Jorge Valenzuela, PPEP Board Member, had the opportunity to tour the Colin L. Powell Learning Center in Sierra Vista. Anthony Reed, Lead Teacher, and teachers and staff provided a tour of the facility. Mr. Valenzuela also toured the Raul H. Castro Learning Center in Douglas with Will Fisher, Lead Teacher..

Mexican Consul in Tucson Tours PPEP

The Mexican Consul in Tucson, Ricardo Pineda Albarran, and staff toured La Tortuga and Celestino Fernandez Learning Center. During the visit the Consul and staff met with students from the Youth Build Program, CompuGirls Program and PPEP TEC High School.



Pima County Board of Supervisors

PPEP has a long history of working with the Pima County Board of Supervisors and the Pima County Community Services (One-Stop Network). Ramon Valadez, District 2 and Former Chair, met with PPEP officials and toured Celestino Fernandez Learning Center. The Honorable Valadez served as Keynote Speaker at the PPEP TEC Graduation 2015 for graduates of Alice Paul, Victor Soltero and Celestino Fernandez Learning Centers at the Tucson Music Hall.

Professional Partner Development

Arizona State Board for Charter Schools (w/ Gov Ducey).
Governor Ducey addressed the Board and highlighted the fundamental characteristics of charter schools in its ability to innovate, focus on individual student needs and allow parents to choose. He encouraged helping struggling schools to become successful. He encouraged the Board to align improvements with Excellence, Quality and Opportunities. The Board Chair (Janna Day) thanked the Governor for being the first Chief Executive to address the Board in at least the five years she has been on the Board.



Arizona Charter Schools Association (ACSA)

Two staff members of the Arizona Charter Schools Association (ACSA) met with PPEP TEC administrators and toured Celestino Fernandez Learning Center (CFLC). Jennifer Woullet, Lead Teacher at CFLC, provided the tour for Ashley Cary, Manager of Member Services, and Cameron Quick, Director of Member & Business Services. Ashley and Cameron were the first ACSA staff members to visit and tour a PPEP TEC school. A primary topic was matching the resources of ACSA with the needs of PPEP TEC High Schools throughout Southern Arizona. PPEP TEC is an active member of ACSA and Alternative Education Consortium (AEC).

Arizona Private School Association (APSA) & Az State Board for Private Postsecondary Education

PPEP has re-established an excellent rapport with both APSA and ASBPPE. In 1980's and 90's PPEP Training for Employment Centers was a member of APSA, licenses by ASBPPE and nationally accredited by Accrediting Council for Continuing Education & Training (ACCET). Mr. Fred Lockhart, Executive Director of APSA, Ms. Kristen Torres, Board President of APSA, Dr. Bia, Ms. Susan Ciardullo, Past Board President, and Mr. Glen Thorpe, Member of ASBPPE and APSA.



U.S. Department of Labor at National Association of CC Entrepreneurship

Dr. Arnold conversed with the Regional Administrator for Employment & Training, Region 6, U.S. Department of Labor, and provided an update on PPEP at the National Association of Community College Entrepreneurship. NACCE highlighted the need for organizations and educational institutions to have an entrepreneurial mindset in its operation as well as teaching entrepreneurial thinking and skill sets in schools.

Arizona Town Hall

Dr. Linda Elliott-Nelson, ATH Board Chair and VP of Arizona Western College, Tara Jackson, President of ATH, and Johnson Bia, Long-Time ATH Member. The Arizona Town Hall serves as a convener and a think tank for public discourse on public policy pertaining to education, economy, border issues, transportation, water, housing and service for elderly. Recommendations are shared with business, community and elected leaders at the local, state, and federal levels.



Induction of Honorable Raul H. Castro into PPEP Farmworker Hall of Fame

Students from PEPP TEC's Raul H. Castro Learning Center in Douglas presented Mr. Nacho Castro, nephew of late Governor Castro, with a card signed by the student body. The center is named in honor of the late Governor who grew up in Douglas, Arizona.



Tucson Hispanic Chamber of Commerce

PPEP is an active member of the Tucson Hispanic Chamber of Commerce and takes advantage of opportunities to inform business, community and elected leaders on items of importance throughout Southern Arizona. Dr. Arnold shared his thoughts with Senators John McCain and Jeff Flake at a Legislative Luncheon hosted by Ms. Lea Marquez-Peterson, President of THCC.

Accrediting Council for Continuing Education & Training (ACCET)

Dr. Arnold and Dr. Bia re-introduced PPEP to the Accrediting Council for Continuing Education & Training (ACCET). In the 1980's and early 1990's PPEP Training for Employment Centers was nationally accredited by ACCET as a post-secondary educational institution that enabled PPEP TEC students to access Title IV federal financial aid. PPEP got reacquainted with ACCET accreditation staff and commission members and also met with the Executive Director of ACCET (Dr. Bill Larken), Associate Executive Directors (Judy Hendrickson and John Shaheen), Senior Accreditation Coordinator (Scott Faulstick), and Accreditation Coordinators (Christina Rodate, Mathew Nesson and Megan Ackerman-Yost) and Joanne Wenzel, Bureau Chief of California Bureau for Private Postsecondary Education (BPPE). In addition to re-introductions, each contact provided sound advice on the steps toward initial accreditation and initial licensing requirements.



Advocacy



Bob Cary, Federal Director of Refugee Resettlement Program

PPEP continues to serve refugee families through human services and education. Bob Carey from the federal office and Charles Shipman from the state office hosted a Refugee Resettlement Program Quarterly meeting where PPEP informed both officials about “the on-going needs of refugee families beyond the initial resettlement period.” Mr. Jorge Valenzuela, PPEP Board Member, conversed with Mr. Carey on the needs of refugees.

Refugee Focus – Education Coordinator

PPEP is an active participant in the activities of Refugee Focus and the new CENTER in downtown Tucson. Refugee Focus and CENTER link refugees to educational opportunities, social service resources and literacy programs. Mr. Julie Kasper, Refugee Education Coordinator, met with PPEP TEC administrators and Joshua Sanders and toured Celestino Fernandez Learning Center.



New Opportunities

Arizona Vocational Training Institute (AVTI)

PPEP welcomes opportunities to explore new programs. PPEP officials and a PPEP Board Member toured the Heating, Ventilation and Air Conditioning (HVAC) training facility of Arizona Vocational Training Institute in South Phoenix.



Ms. Dena Frei, Consultant with Education Compliance, provided a workshop for PPEP Management Team on Licensure Requirements through the Arizona State Board for Private Postsecondary Education.



Partnerships with educational institutions provide educational and career pathways for students in various occupational programs such as the Automotive Program at Arizona Western College or the Welding Program at Maricopa Skill Center.



PPEP continues to introduce youth to education and career opportunities. Youth served by PPEP are provided opportunities to interact with many leaders.

Other



Instilling PPEP Strategic Vision, Mission & Values
Positioning PPEP for the future is a never ending task for PPEP leaders.

College Career Fairs at PPEP TEC Learning Centers
Positioning PPEP and youth served by PPEP for the future involve partnerships with colleges and universities.



Summary

PPEP continues to be active in the Arizona Rural Human Services Network, and is instrumental in the development of the new State Plan for implementation of the Workforce Innovation & Opportunities Act (WIOA). A State-wide WIOA Task Force meets monthly. PPEP is also a partner with Cenpatco Integrated Care through delivery of behavioral health services and serving on Cenpatco Community Advisory Council.

And when all else fails, there is always time to:



PPEP & Affiliates
Human Services/Community Action Department
Annual Report 2015

The Human Services/Community Action department continues with emergency assistance to rural residents in need of services, such as rental assistance, utility assistance, food, clothing, transportation, day care and employment. These services are provided by either direct service to the clients or by way of information and referral. Services under this department are spread far and wide to serve low income and/or farmworker rural families across the state of Arizona in the counties and communities that we serve.

In the Yuma County area, the Human Services Department provided over \$16,000 in emergency and employment services under CSBG (Community Service Block Grant) and CSA (Community Services Admin.-Case Management) grants to low income individuals and farmworkers that provided stabilization for employment opportunities in this area. Under the CSBG, the grant also provided for over \$14,500 in pass through funding for the local community food banks in Yuma and Avondale to provide for additional food assistance to low income individuals across the state. As a result, a total of 91,399 food boxes to low income households were given out last year.

In Pima County the Human Services department continues in the rural areas of Marana in partnership with Arizona Youth Partnership and services other rural areas, such as Avra Valley and Picture Rocks. In addition, we are still providing services to individuals in Ajo, Continental, Catalina, Vail, and other small communities throughout the county. Across rural Pima County there was a total of \$54,380 under the ESN grants (rent and utilities) that served 65 families with an average of \$837 per family on emergency services. This included rent, mortgage, and utilities.

Under the State CSA (Case Management Administration) we are able to help and serve individuals throughout most of southern Arizona and have offices or partnerships where people can go for help in a 9 county area. Under this contract through the State of Arizona, PPEP was able to advocate on behalf of low income and/or farmworkers through the Arizona Community Action Agency, in which PPEP is involved, and on the board of directors. Because we are a part of the state agency that advocates for low income and rural poor, we are on the cutting edge to do the necessary work to ensure that Arizona residents are given their fair share to alleviate hunger and reduce poverty and continue to advocate for those without a voice for needed assistance.

The Human Services/Community Action Department continues to serve rural residents that are low income and/or farmworkers. We continue to see many first time customers in the program that never thought that they would need this type of service. We continue to try and serve as many people as possible and leverage all of our funding for a comprehensive service delivery system. All of our programs continue to work together and collaborate with past partners and continue to develop new partnerships for a well-rounded service system.

Kari Hogan, Chief Administrative Officer
With Sandy Adams
State Director

PPEP, Inc.
Pima County One Stop/Workforce Investment Act (WIA)
Adult, DW & OW Programs & YPIC Dislocated Workers

Annual Report 2013-14

PIMA COUNTY:

In 2013-14, PPEP continued to be one of the largest WIA grant sub-contractors in Pima County with workforce contracts and continues to be the sole contractor for all WIA On-The-Job Training contracts. PPEP's Pima team continues to provide Pima County residents with career counseling; employment preparation; vocational, professional, or other job training; job placement services; and follow up and career advancement services. They serve Adult, Dislocated, Older Youth, Older Workers and Veterans throughout Pima County with an emphasis on rural areas of the County.

In 201-15 our team consisted of:

Mary Palma – OJT Coordinator

Grace Askew – Workforce Development Specialist (DES)

Maxine Alvarez – Workforce Development Specialist (Rural)

David Rodriguez - Workforce Development Specialist (Rural)

Oscar Romero – Workforce Development Specialist (One Stop)

Jon Lotz – Program Support Specialist/Eligibility (One-Stop)

Karen Taylor– SCSEP Workforce Development Specialist/ 50+ Workshop Facilitator (One Stop)

Barbara Simcoe – State Director of Operations

Kari Hogan – Chief Administrative Officer

Results: This past year, the team, once again, produced outstanding results given the economic circumstances. Due to a continued slow economic recovery, staff has been busy with new applicants, enrollments and placement activities. There were 421 Carry-Overs in to the 2014 program year and 341 new enrollments for a grand total of 762 enrollments for the year, which equated to 119% of the original goal. A total of 220 individual participants were placed in jobs, and 270 individuals were closed out, which produced a placement to closure rate of 81% overall. The Average Wage at Placement .80 above the goal of \$12.00/hour.

OJTs: approximately 37 individuals participated in the OJTs program last year; and about 29 different employers and a grand total of a little over \$120,000.00 in contracts and an average wage of almost \$12.00 per hour.

Older Workers Program: With the Pima County Senior Program, PPEP continues to work with seniors age 50 and older in part-time employment activities through the SCSEP program component and offers job search workshops, designed specifically for the older population. This program has been successful in helping older workers in today's job markets to brush up on their skills and to help job-seekers prepare for new job opportunities. Karen Taylor continues at the helm of these programs and to provided one Employability Workshops for 15 youth during the Summer Youth Program, with seven hours of instruction and 105 total attendance hours. Plus, she takes turns with the other trainers, providing Job Club sessions on Fridays.

Professional (Staff) Development: Nearly all of the WIA Staff attended the AFOP National conference on employment and training in San Diego and the Rocky Mt. HI conference in Salt Lake City. Each of these conferences provided excellent training tracks that work to improve staffs abilities and to offer additional ways of approaching employment opportunities, partnership development, hidden job markets, and documentation. In addition, team work, leadership development and other pertinent topics are offered that continue to enhance the staffs skills and add value to their jobs.

YUMA COUNTY/YPIC:

PPEP also serves WIA Dislocated Workers in Yuma County area through a contract with YPIC. This past year the contract with YPIC was renegotiated and PPEP was rewarded another contract at level funding. This past year we also saw our staff Erlinda leave the program to move back to California and a previous staff member come back on board with the program. This program currently serves all of south Yuma County as well as the city of Yuma. There is only one staff person; and she is supported by other PPEP staff in the Yuma area.

Results: During the 2014-15 grant year, goals and objectives had the following outcomes. Entered Employment Rate of 75%, Retention of 87.5%, Average Earnings of 13,144 (met) and 72% met the credentialing requirements. Overall the program met its goals and objectives required by the contract and continue to improve.

WIA Youth: This past year PPEP became a full time youth provider under the Pima County One Stop programs. This past year the program offered After School programs, Summer Youth Programs, and year round offerings for youth ages 16-21. Overall 180 youth were enrolled in the different components. In the next year the program will have a new focus on out of school youth and under new regulations the age limits will increase to 24, which will provide additional opportunities to disadvantaged youth.

Looking to the future:

The WIA programs continue to provide services to youth and adults in Pima and Yuma Counties, for employment and training opportunities, in a number of different fields and occupations. We look forward to continually providing quality services, with the same comprehensive employment and training services as in the past and to add new youth components in education and training opportunities. We continue to outreach and recruit in very remote and rural areas, in order give all residents an opportunity to achieve the "American dream", and look to new economic development trends that will hopefully bring new opportunities.

Se Se pudo!

Kari Hogan

Chief Administrative Officer

Barb Simcoe

State Director



Department of Labor, Workforce Investment Act, Section 167, National Farmworker Jobs Program (NFJP), for Migrant and Seasonal Farmworkers 2014-2015

Unemployment Rates: Across the state of Arizona, unemployment rates vary. In the more rural counties, unemployment rates continue to be higher than in other counties. In a Special Unemployment Report (Bureau of Labor Statistics, 2015) unemployment rates showed that in January of 2014, rates were much higher in Yuma county for example than in other areas. As one can see from the chart below, Yuma County continues to have high unemployment rates, which are mostly in the Southern part of the county that includes San Luis, Somerton, and Gadsden, which is where most of the Agricultural work takes place in this county and in the state.

	Jun-15	Jan-15	Jun-14	Jan-14
Arizona	5.9%	6.6%	6.8%	7.1%
Phoenix Metro	6.0%	6.5%	6.3%	6.3%
Tucson	5.9%	6.0%	6.9%	7.1%
Yuma	22.8%	22.4%	27.0%	26.5%

However, despite the slow improvement to the economy and the continued high rates of unemployment, the NFJP program continues to do well in the training and placement of farmworkers in full time unsubsidized employment. This past year, the continued dedication and hard work done by all staff serving Migrant and Seasonal Farmworkers and their families, produced great programmatic results that are continuously improving.

PPEP NFJP, once again, produced some of the best qualitative results, in the national Common Measures, set the WIA programs.

- **Entered Employment Rate of 79.9% was achieved, exceeding the 78.66% goal**
- **Retention increased this past year, with an average 75.2% , which exceed the goal of 68.3%**
- **The goal for Average Earnings (over a six month period) was \$8,314 and PPEP NFJP reached an average of \$9,632 this past year exceeding the goal set by DOL (*see chart below*).**
- **Average Wage at Placement (AWP) was \$10.19/Hour, which was \$2.20 above the Average Earnings Goal, which must be reached by the second and third quarter post-exit. It also exceeded last year's AWP.**
- **The NFJP enrolled 343 New Enrollees for 95% of their enrollment goal. This was added to 177 Carry-Overs for a total of 520 participants served. Staff also placed in jobs a total of 196 participants 93% of the 210 projected.**

Yuma County: The staff in Yuma County did an outstanding job, despite the high unemployment rates. The staff there includes: Area Coordinator, Cesar Fandino; Workforce Development Specialists – Leticia Beltran, Aracely Escalante, Krystal Gutierrez, Cinthia Jacobo, Elsa Madrid, Diana Rivera, and Maria Rodriguez; and Martha Combs with NFJP Housing. Also included are ESL Instructor, Edith Martinez, Jose Valenzuela, English GED instructor; and Norma Franco, who teaches the Plaza Comunitaria and Spanish GED classes.

Of the 343 new participants enrolled in the program this past year; Yuma staff enrolled a total of 319 new participants, which represented 93% of the statewide enrollments. As for placements, staff assisted in finding 87 jobs for farm workers and their dependents, representing 87% of the total statewide placements.

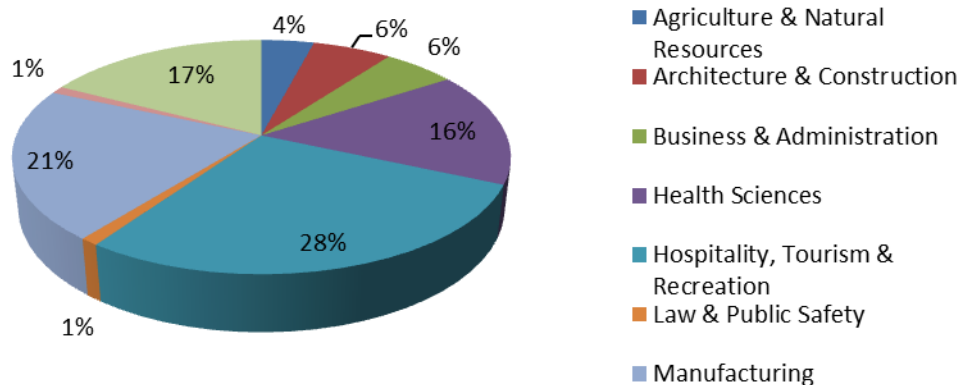
Highlights: Meetings occurred between PPEP NFJP, YPIC One-Stop, AZ DES, Employment Services, AZ Western College and the local Native American Indian Reservation, Cocopah, on how and what occupational trainings to develop for the local community. This led to the development of a HVTI Vocational School, to provide Heating, Air Conditioning and Solar Panels Installation, that will be a module for higher level Journeyman training and will not be held to semester scheduling. PPEP NFJP in Yuma has been working diligently to strengthen relationship with YPIC One-Stop, DES Employment Services, Goodwill Inc., and Adelante Health Care Services to enhance and provide a more holistic approach to the services provided to Migrant Seasonal Farmworkers, wanting to work in healthcare and Computer Literacy. Through these relationships, classes and job search assistance are offered to both farmworkers and the general public.

In other parts of the state, which includes the Counties of Maricopa, Pima, Pinal, Santa Cruz, and Cochise); Workforce Development Specialists: Rosa Garcia and Jose Villa are also working diligently to enroll, train and place farmworkers in jobs that are creating career avenues. Rosa Garcia, has had much success working with HDS Trucking and has helped many of her participants obtain Class A CDL licenses and are now doing very well in the trucking industry.



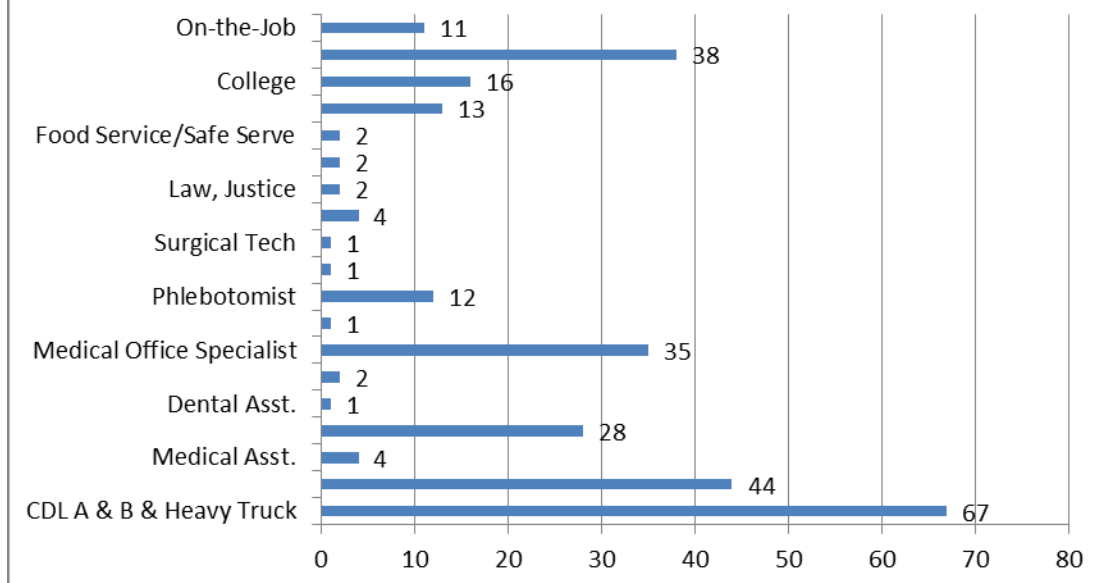
NFJP Staff, shown at left during the 2014 Staff Conference, include: (front row, left to right) Gudelia Rodriguez, Cinthia Jacobo, Elsa Madrid, Cesar Fandino, Barb Simcoe, JC Chlopowitz, Martha Combs and Kari Hogan; (back row, left to right) Alma Rojas, Aracely Escalante, Diana Rivera, Letty Beltran, sandy Adams, Dora Coronado and Rosa Garcia.

2014-2015 Placements by Industry # Placed



Occupational Trainings: In program year 14-15, PPEP NFJP provided 319 trainings. They included: CDL Truck Drivers*, Construction, Forklift Operators, and Medical Office Specialist*, Certified Nurses' Assistant/Home Health Aides*, and Phlebotomist. In addition, there were Security Guard; Food Service Management, Medical Assistant*, Police Officer*, Barber*, Medical Radiographer*, Pharmacy Tech*, Surgical Tech*; and Law/Administration of Justice*. The occupational training listed above, with an asterisks (*) behind them include an industry-recognized certificate. All certification training is taught by private and non-profit educational-providers. There were also OJTs and WEX completed for the year.

Occupational Skills Trainings 2014-15



Employer Contacts: The program continued to expand the network of employers both Ag and non-Ag. In Yuma County, there has been considerable growth in Production and Manufacturing with new

employers providing more year-round employment opportunities to Migrant Seasonal Farmworkers and their dependents. These jobs are aggressively pursued by the PPEP NFJP staff.

Partner Contacts: NFJP staff made contact with 123 **Partner Agencies this year for referral services, of which 43 were new, including six new Training-Providers.** One of our strongest partners, serving the same target market, is the DES MSFW Outreach Program, which provide employment services to Farmworkers. We continue tracking referrals back and forth and DES invited PPEP NFJP staff to attend Orientations for the Long-Term Unemployed, being offered in San Luis, and Yuma, so they could recruit new participants

One-Stop Partnerships: Staff continues to cross-refer to other PPEP programs, in order to leverage DOL funds, and to refer to the DES Job Services, along with America's Job Centers (the One-Stops). NFJP staff is encouraged to refer every job-seeking participant (at the very least) to their local One-Stop. The majority of the One-Stop referrals were made to Core Services, including Resume Assistance, Job Search Assistance and Job Club sessions. Participants were referred to DES for a variety of services, including: Job Search Assistance; Employment Prep Workshops; Bonding; Food Stamps; AHCCCS and Child Care Assistance.

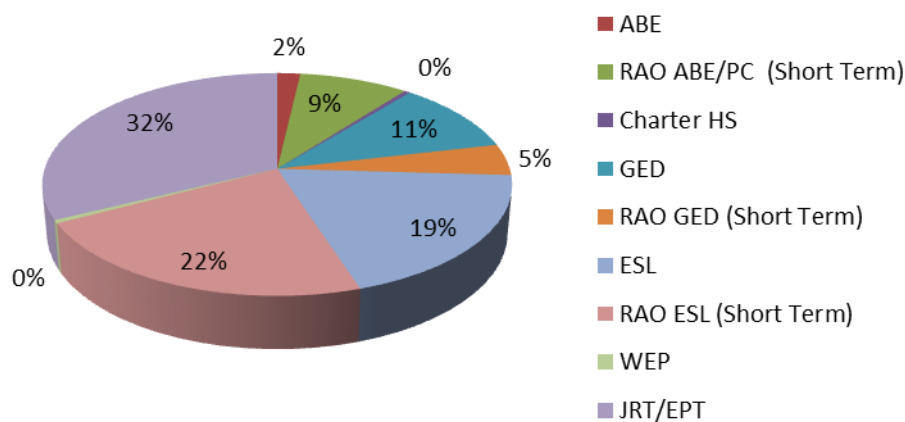
PARTICIPANT SUCCESS STORY

Maria Barragan is 24 years old living in the Casa Grande, AZ area, when a friend of hers told her about PPEP's Farmworker Jobs Program. Maria was tired of living paycheck to paycheck and unemployment benefits during the off season when her husband was not working. Maria had never worked because she got married at a very young age and had children right away. Because of the cost of day care, she was a stay at home mom for 3 children under the age of six, but there was no money coming into the household in the last six months and it was becoming hard to make ends meet. This is when Maria decided to make a change and met her Workforce Development Specialist, Anna Dalton, who worked with her to enter the Surgical Tech Training and Brookline College. She was assisted with gas vouchers and childcare referrals, while she attended training, which to help stabilize her household and make it possible to attend training for a new beginning.

For the past two years Maria attended training and this past year finally finished her training and was assisted by her Workforce Development Specialist in obtaining a job at Banner Hospital, in Casa Grande AZ, as a Surgical Technologist, in May 2015, with a starting wage of \$18.99 per hour. Since then, they moved to a bigger apartment and just purchased their first new car, that accommodated the entire family. For Maria this was a blessing and a new beginning for her and her family. Now she is able to provide for her family and does not have to worry where the next meal is going to come from or if they will have a roof over their head.

Basic Skills Training: In PY2014-2015, 30% of the NFJP participants were high school dropouts and 48% were Basic Skills Deficient. Therefore, it is no surprise that after Job Readiness Training, the largest percentage of Basic Skills Trainings provided were RAO, or short-term ESL, provided in-house, and ESL classes, provided by outside providers. During 2014-15, the total number of participants receiving Basic Skills training was 216. *The breakdown and pie chart are shown below.*

Basic Skills Trainings 14-15



The PPEP NFJP **Plaza Comunitarias** (RAO ABE/PC) program in San Luis allows Spanish-speakers to complete their primary and secondary classes with curriculum provided by the Mexican Dept. of Education, INEA, and the Mexican Consulate. It also allows them to build their first language foundation skills, so that they can move into ESL more easily and make better progress when they do. Norma Franco, who also teaches GED classes to the YouthBuild students, teaches the Plaza Comunitaria classes in San Luis. Classes were held in 14-15 with 6-7 adult students attending each quarter. Seven of them moved up two levels in the past year and one obtained their GED.

PPEP NFJP also provides **RAO ESL** classes in San Luis, where Edith Martinez, teach 3 hour classes Monday – Thursday in the morning in San Luis, AZ and 2.5 hour classes Monday – Thursday in Somerton, AZ at varying levels. They utilize the Ventures system for the curriculum and do pre and post testing using the TABE-E tests. In 13-24, the classes consisted of 13-14 students per quarter and a waiting list has been established. Several of the students from these classes have started taking Conversational ESL at Arizona Western College, after achieving Level 4, the highest level in ventures, here at PPEP.

Staff Professional Development: Each year staff attend a variety of training workshops that cover a number of different areas to enhance their skills and to stay up on the latest trends with employment and training. All PPEP NFJP staff attended the Annual Staff Training Conference in Tucson last year, as well as the AFOP National Training conference in San Diego and Rocky Mountain HI conference. In addition, Mockingbird education was contracted for training and quarter staff meetings provided training to include CERTSS Updates, new WIOA requirements, Job Club, OJT Best Practices, Assessment Tools, and a Retention Exercise.

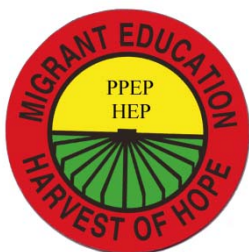


Staff shown at left include: kneeling in front (left to right), Martha Combs, NFJP Housing; Aracely Escalante, NFJP; and Alicia Meza, CSA; first row, standing from left to right, David Rodriguez, WIA; Grace Askew, WIA; Erlinda Mollindo, WIA DW in Yuma; Cinthia Jacobo, NFJP; Cesar Fandino, NFJP; and Mary Palma, WIA; back row from left to right, Maxine Alvarez, WIA; Yesenia Cantu, NFJP; Margaret Larez, NFJP; Leticia Beltran, NFJP; Adriana Felix, NFJP; Alma Rojas, NFJP; Elsa Madrid, NFJP; Imelda Monreal, YB; Oscar Romero, WIA; Rosa Garcia, NFJP; and Barb Simcoe, State Director.

Management staff attended training in San Francisco with DOL in August of 2014 and attended the WAFA Conference in Sacramento, CA in October of 2014. They also participated in a staff retreat in May of 2015, to prepare for the new program year and review all training and training outcomes. The annual retreat also provides a forum where goals and objectives are developed for the New Year, as well as training plans and staff development in areas that will continue to enhance staff performance and personal development.

I would personally like to thank all of the NFJP staff for a job well done this past year. There have been a number of changes occur, but through a continued dedication and personal development we will continue to do great work. We are currently running about 10th in the nation because of our outstanding performance and it is because of dedication and hard work. I would especially like to thank my State Directors, Sandy Adams, and Barb Simcoe and Data Coordinator, Dora Coronado, for their working knowledge and invaluable service that keeps this program running like a well-oiled machine. I couldn't do it without them.

Kari Hogan, Chief Administrative Officer



Portable Practical Educational Preparation, Inc. High School Equivalency Program (HEP)

201 N. Bingham Ave. Suites 11 & 12
P.O. Box 499
Somerton, AZ 85350

John David Arnold, Ph.D.
Chief Executive Officer & Founder

“Si Se Pudo”

Kari Hogan
Chief Administrative Officer

Annual Report 2014-15



PPEP-HEP Graduation Ceremony (June 26, 2015)

PPEP-HEP's goal is to improve the quality of life for migrant and seasonal farmworkers in rural areas through an educational program, which allows them to obtain a High School Equivalency (HSE) diploma and to gain academic and vocational skills. These skills help our farmworkers and allow them better access to jobs outside agriculture, and to enhance job opportunities within agriculture. In addition to secondary education, Arizona Western College provides college orientation presentations for our HEP students for post-secondary opportunity if interested. Currently, PPEP-HEP students have access to computer labs at PPEP-TEC Charter High Schools in San Luis and Somerton, where they can practice gaining computer skills and do research on education options and the labor market. Our PPEP-National Farmworker Jobs Program (NFJP) also assists HEP students to enroll in vocational training programs upon completion of the HEP program for additional opportunities.

Over the past year, the PPEP-HEP employed two fulltime recruiters, and a coordinator, who assisted students in properly filling out job applications, making appointments, and doing the required paperwork for job interviews. Each year, PPEP-HEP offered two GED cohorts, with each cohort lasting 6 months. Students attend classes from Monday- Thursday and have the option to attend classes from 9:00 a.m. to 12:00 p.m. in Somerton at the HEP office or to attend from 6:00 p.m. to 9:00 p.m. at either of the PPEP-TEC Charter High Schools in Somerton or San Luis.

For students, who are going to continue to work in agriculture, classes are also available on prevention of pesticide poisoning and commercial driver's license preparation. These classes are taught by PPEP's NFJP staff, which has successfully placed many HEP graduates who went through the Commercial Drivers License (CDL) program. As one might imagine, many of the PPEP-HEP students are married and have families. Working, studying, and sharing time with families, all can contribute to a great deal of stress on family members. Our PPEP Behavioral Health and Counseling Division was there to provide needed services to HEP students to help them resolve personal and everyday problems if requested.

Southern Yuma County has approximately 47,000 migrant and seasonal farmworkers, and the HEP program offers hope to an underserved agricultural community. Both Somerton and San Luis are growing at rapid rates and community resources are stretched thin. To maximize our HEP resources, we continue to collaborate with other local agencies to better serve our agriculture community.

Graduation Ceremony



PPEP-HEP Graduation Ceremony

On June 26, 2015, PPEP-HEP held a graduation ceremony at the Cesar Chavez Cultural Center in San Luis, AZ. It was an opportunity to recognize the HEP graduates and to motivate them to continue their education beyond the HSE certificate. Community leaders, government officials, and family members of the graduates attended the ceremony. During the ceremony, Rosalinda Soto, a former PPEP-HEP graduate from the first cohort in the year 2000, spoke to the graduates about her life. Rosalinda shared with the graduates her experience in the PPEP-HEP program, and how the HSE diploma allowed her to continue with her education. She has finishing her associate's degree and is now working on her bachelor's degree. She is now working for Chicanos Por La Causa as a Case Manager. She will start working on her master's degree in the near future. Rosalinda's story is one

of many that have a great impact on the graduates on how education can improve their way of life.

Performance Data

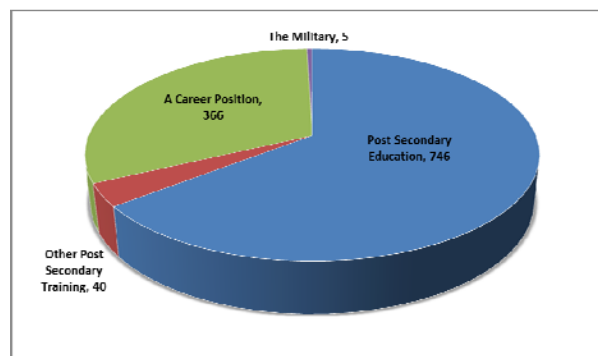
For FY 2014-2015, PPEP-HEP served 155 students and exceeded its enrollment goal at 103%. Of the 155 served, 88 completed the program and tested. Of the 88 who tested, 37 (42%) passed the HSE examination and 48 still have their results pending as they just graduated this September. Twenty one of the graduates (57%) have applied for financial aid and for admission to Arizona Western College. Eight (22%) have received job upgrades.

During the past fifteen years of PPEP-HEP, the program has served 2,789 students. A total of 1,569 have successfully completed the program and received their HSE, and 746 went on to an institution of higher learning.

PPEP - High School Equivalency Program FY 2000 - FY 2015											
Fiscal Year	Students To be Served	Students Served	Students Completed all Course Work	Students who Earned a HSE Diploma	Percentage of Students who Completed all Course Work and Received a HSE Diploma	Number of HEP HSE Diploma Recipients Who Were Placed in:					
						Post Secondary Education	Other Post Secondary Training	A Career Position	The Military	Total Placements	Percentage of Placements over Graduates
2000-2001	150	153	120	60	50%	25	10	5	0	40	67%
2001-2002	150	214	184	104	57%	41	13	25	2	81	78%
2002-2003	150	181	151	100	66%	49	2	31	1	83	83%
2003-2004	150	211	161	109	68%	64	10	23	2	99	91%
2004-2005	150	155	119	65	55%	51	4	6	0	61	94%
2005-2006	160	168	132	78	59%	28	0	22	0	50	64%
2006-2007	160	161	131	98	75%	73	1	22	0	96	98%
2007-2008	160	185	154	117	76%	85	N/A	17	0	102	87%
2008-2009	160	210	197	130	66%	46	N/A	23	0	69	53%
2009-2010	160	187	178	146	82%	55	N/A	47	0	102	70%
2010-2011	150	171	111	78	70%	37	N/A	17	0	54	69%
2011-2012	150	217	199	145	73%	54	N/A	26	0	80	55%
2012-2013	150	238	223	165	74%	67	N/A	55	0	122	74%
2013-2014	150	183	161	137	85%	50	N/A	39	0	89	65%
2014-2015*	150	155	88	37	42%	21	N/A	8	0	29	78%
Totals	2300	2789	2309	1569	68%	746	40	366	5	1128	72%

* 48 students still have their results pending.

*Complete Program Data
FY 2000 – FY 2015*



*Placements
FY 2000 – FY 2015*

The GED 2014 Test

On January 1, 2014, the new computerized HSE examination went into effect and students had to have sufficient computer skills to be able to take the examination. The PPEP-HEP classroom installed 20 computers for the students to practice their skills and proficiency. The computers allow them to take the official practice tests, online tutorials, and to schedule appointments to take the official exams. One of the biggest challenges we continue to face, however; is that there are very few materials available in Spanish and it is one of the biggest challenges the program continues to face currently and in the future. PPEP-HEP's dedicated staff continues to work extremely hard to give its students the best possible opportunity to learn and pass the new HSE examination.

Program Refunding

In February of 2015, PPEP applied for refunding of the HEP program. In July of 2015, PPEP received notification that their HEP program was not being refunded. The news took us by surprise, since we had run a successful program and had met our program goals for the past 15 years. Nevertheless, our CAO Kari Hogan designed and implemented a plan to keep the GED program running until the program and reapply for HEP funding next year.

Staff Retirement

On August 14, 2015, Jimmy Pruitt, the program director of the PPEP-HEP program for more than 15 years, retired. On September of 2000, Mr. Pruitt received an invitation to work as the program coordinator of the PPEP-HEP program, which he accepted. This was a big challenge for him, since he didn't have a staff, instructors, classroom, or even instructional materials to start the program. Mr. Pruitt, with his dedication to education and hard work, organized the program, and started the first HEP class in Yuma County, and the entire state of Arizona. He oversaw the program operations, and after the retirement of Dr. Alejandro Perez, Mr. Pruitt became the program director. Mr. Pruitt's leadership has been a key factor in the program's success over the past 15 years. As a supervisor, he empowered the staff to continue with their college education, and supported them in many other aspects. Most of the PPEP-HEP staff has worked with the program for more than 13 years under his direction. The retention of staff reflects the impact that Mr. Pruitt had and his abilities as a manager to engage with his staff and provide an opportunity for them to excel. PPEP and the HEP program are very grateful to Mr. Pruitt for his years of service to farmworkers in education and his dedication to the PPEP-HEP program and staff.



B. Arroyo, A. Escalante, C. Jacobo, P. Salinas, M. Elias, J. Sotelo and J. Pruitt (left to right)

Conclusion

In conclusion, it is because of the continued support of our PPEP, Inc. overall that our PPEP-HEP has been a successful program. We have seen the positive effects the HEP program has on our farmworkers and our community. We will continue to work to help individuals be better educated, better informed and to give them a hand up that provides and fosters positive self-esteem and a desire to become involved within their communities and take ownership of their future.

We have been fortunate to be able to offer diverse services to our students because of PPEP's diversity and multitude of funding streams that provide services to farmworkers and other low income individuals and families. Programs that have been an integral in the support of HEP student's success are the NFJP program, Housing and Microbusiness Division, Behavioral Health and Human Resource Divisions. They have allowed co-enrollment opportunities, and in essence, used its multiagency approach to help our farmworkers to get their HSE diplomas, and continue their education and obtain quality job placements for continued self-sufficiency.

Kari Hogan

Kari Hogan
Chief Administrative Officer

Jose Luis Sotelo

Jose Luis Sotelo
PPEP-HEP Coordinator

PPEP, INC
ARIVACACOMMUNITYGARDEN

Annual Report 2014-2015

Produce from Arivaca Community Garden



The Arivaca Community Garden is approaching its 17th year of operation and continues to produce a hearty crop each year that consist of a variety of different produce options for the community and for sale. . The focus of the program is to provide fresh produce to low income individuals through farmers markets in low income communities and donating fresh produce to the local community food bank. Each month fresh produce donated gives opportunity for fresh vegetables to be put in the food boxes to those in need.

Over the past year though, the garden staff finished the complete rebuilding of the medium greenhouse and installed the cooling system provided by the Community Foundations grant. Because of this, the garden has now had the longest stretch of continuous garden production in the history of the garden and we will keep going with that as long as possible.

We continue to vend at the Santa Cruz Farmers Market on Thursdays from 3-6 PM at the SW corner of Congress and Avenida del Convento. We also provide produce for the volunteer run Marian's Market Saturday mornings in Arivaca. Now that both green houses are up and running at capacity, we hope to increase production this winter with both greenhouses in full production and will be returning to the market in Green Valley on Wednesdays.

This program continues to move in a direction with amazing foresight and increased crop production. Garden Manager Bill Stern and garden staff David Keller, master gardener and Joe Kleinholz, along with Carlotta Wray and community volunteers, continue to come up with new innovative ways to increase production and get more fresh food to our communities in need.

For calendar year 2014 the Arivaca garden produced 15,239 pounds of produce with about 5,000 pounds donated to the Green Valley food bank. Each year our donation to the food bank depends on how well we do in our yields. Over the past few years, crop yield has been down because of pests and early freeze whether, but we continue to grow good crops, such as the tomatoes below.



We continue to host the WOOFER program that brings volunteers from around the world and their knowledge about gardening. In return we learn new things and are able better plan for the future and what might work best to continue to produce quality products for the community.

The Arivaca Community Garden is just a little over four acres, producing organic vegetables. The garden has grown into a very well equipped operation, with three greenhouses, an extensive irrigation system, all the tools needed to produce high quality, certified organic vegetables, and a bath and wash house for visitors and volunteers from abroad. In 2015 we will be updating our living quarters for our woofers and hope to do other improvements.

We continue to attend garden conferences that will give us new ideas as well and enhance our knowledge in how to deal with pests without the use of pesticides. We continue to be certified by Oregon Tilth Organics and are in compliance with all of our organic regulations.

Over the past year, garden staffs have also attend native seed programs and training to better prepare for new crop possibilities and what will do the best in the high desert climate.

Farming is always a learning experience and this last year was no different. It provided many lessons and opportunities to improve what we do at the garden.

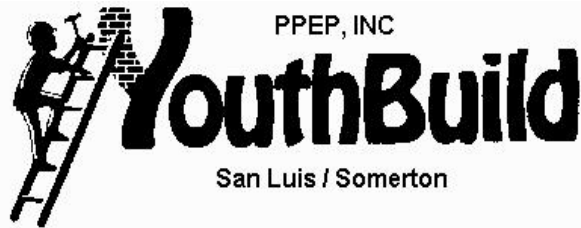
In the picture below you can see some of the amazing harvests we have produced in 2014 and the quality of our product. So as we continue to learn new things and bring a variety of products to the communities of southern Arizona, we also look for new opportunity to partner with others in the community.



This is truly a great project and we look forward to many more harvests and the ability to provide healthy foods to low income communities through our farmers markets and donations to the food bank.

Kari Hogan

Chief Administrative Officer



**Kari Hogan,
Chief Administrative Officer**

“If your actions inspire others to dream more, learn more, do more, and become more, you are a leader, for the very essence of leadership is that you have a vision”



Pictured above is group thirteen of our YouthBuild graduates in February of 2014. Over the past year, the PPEP YouthBuild program in San Luis, Arizona has provided educational, vocational and leadership skills to 35 youth between groups 13 and 14. The program graduated 12 students with group 13 in San Luis, and will have another graduation by the end of 2015 for both San Luis and the Tucson Youthbuild programs. Each year, the YouthBuild students, along with PPEP construction supervisors, build an average of 3 to 6 affordable homes. These homes are delegated to be occupied by low income families, who otherwise may not be able to afford a home. Over the past ten years, the YouthBuild program participants, in conjunction with Comite de Bienstar, the Yuma County Housing Authority

and many other partners, have been instrumental in building a total of 30 homes, and have completed over 130 rehab projects.

YouthBuild students also participated in many community projects, one such project was the community food drive in which the students were successful in securing over one ton of food donated from residents in the San Luis community within a forty eight hour period.

YouthBuild was informed that this event, organized and facilitated by the PPEP YouthBuild students, was a record for the community in which they live. We, here at PPEP YouthBuild, are proud of the students for the exceptional effort they put forth to make it a success.



PPEP YouthBuild in San Luis, AZ also provided 175 toys for children to the Bethel orphanage. This community activity enriched the lives of many children, and had a lasting impact on the students. It helped the students see the importance of giving unselfishly, and hopefully, provided them with an aspect of learning that they will utilize even after completing the YouthBuild program. Most of the students do not begin their tenure with the

YouthBuild program thinking of themselves as young leaders, but as the program builds on their individual leadership qualities, the more they grow into the role, and fulfill this expectation. YouthBuild assists those that are young parents to see that they are already in positions of leadership within their own families as they guide and direct their children.



PPEP's goal for YouthBuild is to teach disadvantaged youth good work habits which are essential for successful employment. Punctuality, cooperativeness, diligence, care for tools and equipment, and the ability to take direction from a supervisor are all good work habits that can be transferred from YouthBuild into any job within the community. These habits are reinforced in a vocational training environment so that soft skills combined with specific training and instruction make YouthBuild graduates an asset to any employer in the community in which they reside.

In addition to the Yuma program, the new Tucson Youthbuild participated in community service activities, by working with the Green Valley Gardeners to build a Ramada for the elderly within their Garden project. This was one of their first major projects for community service and was a great success. The Green Valley community continues to utilize the skills of the YouthBuild students to enhance the community, by providing construction assistance and service, utilizing the skills they have learned since participating in the YouthBuild program.



The PPEP YouthBuild program in Tucson is also fortunate to be a part of the Habitat for Humanity volunteer program, a nationwide organization that works toward ending poverty by creating housing opportunities for home ownership with low-income families. There have been 3 current housing projects that the YouthBuild program was involved with in the more impoverished and low economic areas of Tucson. The Tucson YouthBuild students had the opportunity to work in a variety of construction positions, performing a myriad of job duties such as installing drywall, painting and framework.



The Tucson YouthBuild program is also proud to announce that last year it began to facilitate a YouthBuild After Hours which offers tutoring assistance to students as they study for their GED. This concept will also be adopted in the San Luis YouthBuild program. We conceptualize that all YouthBuild programs will be instrumental in providing current students, and past YouthBuild graduates additional academic services through tutoring and GED review. YouthBuild will facilitate on-going tutoring in any academic subject where students may be struggling.

In addition to tutoring, the YouthBuild programs have instituted an educational component, which provides information on substance abuse, anger management, and domestic violence. YouthBuild recognizes that drug related issues and other behaviors, such as domestic violence, sexual assault and mental illness, affect all segments of our society, and the YouthBuild students are no exception. For this reason, traditional programing and educational efforts have not always produce the desired results, and has led to the formation of best practices in the program model of Experiential Learning. Experimental Learning involves learning from experience, and YouthBuild believes this will result in formidable student outcomes in the future, and can be used in other areas outside of the YouthBuild program going forward.

The YouthBuild program has touched the lives of many families and young people, and has given YouthBuild students the ability to contribute positively within the community. Throughout the past year and going forward, leadership developments has been and will continue to be an integral part of the program where students are able to become active

participants of the YouthBuild family, and are able to continue this role within their families and the community. It must be noted the vital role the YouthBuild staff in both San Luis and Tucson has played in the development of the YouthBuild programs. It is because of their dedication to the youth's success, and fortitude in remaining solid in their conviction to give the youth the help they need and deserve that has resulted in the success of the YouthBuild programs.



Kari Hogan
Chief Administrative Officer



PPEP MICROBUSINESS AND HOUSING DEVELOPMENT CORPORATION

Microbusiness Lending Activities

During the 2015 fiscal year, PMHDC continued their efforts in lending activities and technical assistance efforts. Those awards included the following grants:

- Prime Grant: Awarded by the SBA and includes funding in the amount of \$136,665 to provide technical assistance to clients in the international border area.
- SBA TA: Awarded funding for this fiscal year \$20,927.

At June 30, 2015, PMHDC had outstanding loans of \$2,651,741 and notes payable to funding sources totaling \$1,871,174.

PMHDC's funding sources are as follows:

Small Business Administration MICRO Loan Funds

The Small Business Administration/MICRO Loan Fund is comprised of one loan made to PMHDC. Loans receivable on these funds totaled \$48,702 at fiscal 2015 year end. The notes payable due to the lending agency totaled \$0 at fiscal year-end.

Social Program Related Investment Fund (SPRIF)

This fund is made up of three social investments, which include the Seton Enablement Fund, SSM International Finance and Sisters of Saint Francis of Philadelphia. Outstanding loans by PMHDC using this fund totaled \$0 at June 30, 2015 and the notes payable to the funding agency was \$0 at that date.

Rural Development

This loan fund was established for the border areas of Douglas, Nogales and San Luis. The \$165,000 RD grant was made to PMHDC in May of 1996. Under the grant guidelines, these funds can only be used in these three border communities. As of June 30, 2015, outstanding loans totaled \$48,531 and there was no note payable related to these funds.

United States Department of Agriculture Intermediary Relending Program

The Intermediary Relending Program (IRP) is a Rural Development Program. Funds are intended to be used for pre and site development opportunities for low-to-moderate income families as well as to create sustainable small businesses with loans of up to \$150,000. Five separate loans were loaned to PMHDC, total loans outstanding were \$1,265,268 at June 30, 2015. Notes payable to Rural Development totaled \$1,715,284 at fiscal year-end.

Rural Micro Entrepreneur Assistance Program (RMAP) – Awarded by the Department of Agriculture Rural Development includes loan funds of \$500,000. This fund provides microloans to rural micro entrepreneurs and microenterprises; provide business based training and technical assistance to rural micro borrowers and potential micro borrowers. Loans receivable on these funds totaled \$125,719 at June 30, 2015 and the notes payable to the funding agency was \$154,898 at fiscal year-end.

Economic Development Administration (EDA) Bridge Fund

This federally funded bridge fund pro-actively develops new jobs for low-income individuals and minorities by nurturing the startup and sustainability of microenterprises as they expand. EDA approved an initial \$300,000 investment and EDA #2 was funded in the amount of \$500,000 for the CDFI. These two funds were combined in January, 2014. As of June 30, 2015 loans outstanding totaled \$527,140 and there were no notes payable.

PMHDC Equity Fund (CDFI)

Original equity investments were made by the U.S. Treasury (\$250,000). Loans outstanding at June 30, 2015 totaled \$407,607 and there were no notes payable.

Rural Housing and Economic Development (RHED I) (HUD)

RHED I was originally made available to PMHDC to for construction loan funds to help mutual, self-help borrowers and non-profit builders proposing to develop affordable housing in rural Arizona. Loans receivable under this agreement totaled \$151,858 at June 30, 2015 and there were no related notes payable.

RHED II was requested to provide economic development assistance to retain and expand existing small businesses and micro enterprises in need of developing or enhancing their technological and communication capabilities, helping them to bridge the digital divide. Businesses served through this initiative are located in the

“Colonias” areas of Arizona along the US-Mexico border, also known as the Arizona Border Region Enterprise Community, which includes Douglas, Nogales and San Luis. Loans receivable totaled \$1,143 at June 30, 2015 and there were no related notes payable.

RHED III was a grant for the acquisition, development, construction or renovation of housing serving elderly, developmentally disabled adults, farm workers and other special populations residing in the Arizona Border Region Enterprise Community. Loans receivable totaled \$22,803 at June 30, 2015 and there were no related notes payable.

RHED IV was designed to support the Colonias within the Arizona Border Region Enterprise Community and other small distressed communities (populations below 25,000) for the development of their capacity to carry out housing and economic development projects. Loans receivable totaled \$0 at June 30, 2015 and there were no related notes payable.

Wells Fargo Blend Fund

This product provides low-income families with financing for new homes in cooperation with Rural Development’s 502 program. The financing was originally secured with a \$600,000 loan with Wells Fargo Bank. Loans receivable totaled \$21,457 at June 30, 2015 and there were no related notes payable outstanding.

Wells Fargo Fund

\$250,000 investment made by Wells Fargo Bank. Loans receivable totaled \$0 and as of June 30, 2015, loans payable was \$0.

Tides Foundation

PMHDC has a grant from the Tides Foundation in the amount of \$40,000. The funds are to be loaned to Microbusiness borrowers. At June 30, 2015 loans receivable totaled \$31,514 and there were no related notes payable outstanding.

Loan Delinquency Summary

Statistics for PHMDC’s total loan portfolio as of June 30, 2015, were as follows:

DAYS DELINQUENT	31-60	61-90	91-120	120+
PORTFOLIO @ RISK	\$39,352	\$0	1,953	242,039
% OF PORTFOLIO	2%	0%	1%	9%

Currently we are actively pursuing foreclosures, repossessions, and unpaid funds pending law suits to recuperate equipment and reduce the default amount. Once we recover that money will return to the revolving loan fund, allowing other small business owner’s to borrow the money.

No charge-offs for the year. During the same time, previously charged-off accounts were aggressively pursued by staff and by our attorneys. Efforts resulted in **\$3,056** being recovered.

Business Training & Technical Assistance Report MZ & SH

Between July 1, 2014 and June 30, 2015, PMHDC staff provided SBA TA assistance and training to 27 clients in 492.5 hours covering topics such as business planning, creating, understanding, and utilizing profit and loss statements and balance sheets, completing bank reconciliations, licensing, setting up business structures such as limited liability companies, creating and implementing marketing plans, and business insurance needs. In this time period, staff provided PRIME assistance and training to 25 business clients in 624 hours, teaching them to create and implement digital social media plans to increase business exposure and thus increase sales and revenues. PMHDC continues to offer training in English and Spanish and utilizes webinar capabilities to reach rural and border communities.

Accomplishments

- August 2014 – PMHDC provided business presentation to San Luis Chamber of Commerce members in “How to Read and Analyze Financial Statements.
- November 2014 – Agreement for PMHDC to act as technical assistance providers for the businesses that occupy the Small Business Incubator built in San Luis from a grant that will provide low rent opportunities for new businesses to get started and established.
- February 2015 – PMHDC provided business presentation to Somerton Chamber of Commerce members in Social Media Platforms for Small Business Owners.
- April 2015 – Participated in the Business Expo organized in Somerton Arizona where PMHDC was invited as guest speaker.
- April 2015 – Contracted Media specialist group to provide social media training in English and Spanish to Prime program clients.
- May 2015 – Contracted Media specialist group to provide follow-up social media training in English and Spanish to Prime program clients.
- June 2015 – San Luis Incubator Grand Opening. Acting participant meeting and greeting interested parties/potential small business incubator leases.

Existing Business Success – Training

- Mama Bella's Hot Sauce LLC:



Ana Bella DeAnda's mother was a very health conscious individual but ironically died of small cell carcinoma, despite never having smoked a day in her life. After her mother's death she began to seriously consider a venture she had dreamed of for years. And as a way to honor her mother's memory she named her salsa after her, and hence, Mama Bella's Hot Sauce was born. The sauce recipes are tomato-less and habanero laden, and very flavorful. She has since added jellies to her product mix and was having success selling at farmer's markets, expos, other weekend venues, and had a few specialty stores sell her salsas on their shelves, as well as selling her line online. With guidance from her PMHDC counselor she expanded her digital marketing efforts

and this year opened a booth at the Arizona Indoor Marketplace. This offers her a temporary retail location providing her sales information so she can decide if opening a year-round location is feasible.



▪ Pau's Bakery

Maria Paula Ramos, obtained financing to open her bakery five years ago and then a subsequent loan to purchase new equipment and display cases in her bakery. Ms. Ramos is currently refurbishing the inside of the bakery to add a fresh new look and offer coffees with her baked goods. Ms. Ramos had paid off her loans and credits PMHDC with helping her start her business and the

technical assistance during the past five years she has received is an invaluable resource in managing and planning for her growth and success.

- **Marina's Tax Solutions, LLC**

Business owner, Marina Lopez opened her own business two years ago, a dream she has had for over ten years. She worked part-time for twelve years for a tax preparer, all the while working as a bank clerk, waiting for the right time to open her own business.

After her first tax season, she found she was in need of an additional computer and printer in order to handle the volume. With the assistance of PMHDC and a small loan to purchase what she needed, she was prepared for her second tax season. With technical assistance from PMHDC she learned valuable accounting and technology fundamentals that helped her throughout the year, experiencing a 40% income tax clientele increase. She is looking forward to a successful third tax season and has obtained some monthly accounting clients that are in-line with her business plan goals.



- **B & E Services**

B & E Services' owner, Victor Sierra is becoming known in his community as the leader in luxury portable restrooms since purchasing his VIP event mobile restroom. He obtained financing to purchase the high quality portable facility from PMHDC to provide a comfortable environment for those attending outdoor events such as weddings, celebrations, and sporting events, where regular portable potties are frowned upon. At one time it was necessary to contract with an out-of-town company in order to provide nicer facilities but now he is able to provide sanitation accommodations locally. This addition to his fleet and service offerings has made a difference in his target market and service revenue.



ARM Trucking, LLC



ARM Trucking, LLC is a Tucson, AZ based trucking company that aims to be one of the most successful trucking companies in Area. ARM Trucking, LLC is initially focusing on the produce industry with plans to diversify with new industries served. ARM Trucking, LLC offers only for-hire trucking and most of the business is derived from

for hire trucking. ARM Trucking, LLC services is especially attractive to the produce industry, as participants in that industry typically use referrals, reputation, and customer service as purchasing variables.

BFL Recording Studio



BFL Recording Studio, LLC (BFL) is a recording studio that provides recording, editing, and mastering of any type of music genre. It provides the proper equipment and guidance for an upcoming artist that wants to record their music or a commercial on a quality sound and file system. The quality of the music can be then utilized for music videos, commercials, television, radio, or a photo collage online with the best audio quality available in Arizona. The vision of BFL is to assist young and/or upcoming artist that

can't afford a commercial sound studio to record their music because of its cost and complexity. Mr. Lopez makes it very simple and provides guidance as part of their service throughout the entire recording. The goal of BFL is to increase its monthly service revenue to \$5,500 which would replace the current income derived from his employment and dedicate fully to the art of music which is Mr. Lopez's passion. Mr. Lopez is the only member of the LLC and is the sound engineer which greets the clients, provides estimates, guides the artist through the entire recording, and manages the day-to-day operations for the business.

El Nuevo Nacimiento Iglesia de Dios –

Nuevo Nacimiento Iglesia de Dios is a registered non-profit corporation and provides religious and counseling services. This corporation was approved and created in June 2004. NNID is a Christian Church that provides spiritual and biblical services to the Somerton community, counseling services for marriages, women, youth, substance abuse through partnership with Campesinos Sin Fronteras, coordinates community sales for program fundraisers and are gearing up to start a day care program to create an additional stream of revenue.



Gold Transportation is freight Transportation Company that has certification to transport refrigerated goods but in the last 3 years Mr. Sanchez, company owner, has decided to focus on dry goods because they are less trouble. Mr. Sanchez has had his CDL (Commercial Driver's License) since 2005 when he worked as truck driver for a company. After obtaining

experience truck driving, he decided that in October 2010 he would purchase his truck and start his own transportation business. Since then Gold Transportation has been operating with annual sales over \$250,000 in the last couple of years.

Ricardo's Restaurant, L.L.C.



Ricardo's Restaurant, LLC is located in Hereford, AZ right off of Sierra Vista. This location has a high military population due to the Marine base. The restaurant serves Mexican & American food for dinner from Monday – Saturday from 4pm-9pm. They have a variety of traditional Mexican food like tacos, tostadas, chimichangas, burritos, steak, as well as American food like hamburgers,

steak and fries, and much more. Ricardo's Restaurant, LLC is a family owned and operated restaurant. Mr. Richard Aguirre and his wife Irene started the restaurant in 1969 in Sierra Vista. This restaurant has served over thousands of customers throughout the years and relocated to Hereford about 15 years ago.



PMHDC/PSHC Housing Portfolio and Migrants and Seasonal Farmworkers (MSFW) Program

PMHDC continues to be proactive in outreaching and establishing Partners for our housing programs - USDA – Rural Development's (RD) residential and multifamily programs, Arizona Department of Housing and the US Department of Housing & Urban Development.

We have acquired 15 homes in the Yuma, Somerton and San Luis, Arizona area for the MSFW program and these properties are in different stages of rehabilitation with the cooperation of YouthBuild and Comite de Bien Estar of San Luis, Arizona.

We are still hopeful (contingent upon funding) to initiate construction on Phase II of El Memorial de Don Frew Apartments - 9 new one & two story, garden-style units market rate or subsidized with the financial assistance from PMHDC and a USDA – RD, Section 515, Multifamily Housing loan (MFH) at the property located in Marana, Arizona.

El Memorial de Don Frew Apartments is 100% occupied and we were able to obtain a rent increase factor is 1.021%. (OCAF)





Community function with Northwest Fire and Marana Police



New Upgrades Countertops and Cabinets & Double Door Refrig.

La Ramona Morales is also **100%** Occupied. We have an extended waitlist.

We have installed new kitchen cabinets and countertops.

We have also installed more security cameras to cover entire exterior of the community.

Have installed new flooring laundry room.

We installed a new covered parking area and a solar powered system.

Earlier this year PSHC upgraded and improved many small areas of La Ramona Morales Apartments, in Benson, Arizona. The residents have benefited from these improvements.



Here we have our wonderful staff of **La Ramona Morales Apartments.**

Mrs. Chairity LaDuke - Community Manager



Mr. Michael Dermody - Community Maintenance



Technician



2015 AZ AMA Tucson Education Conference & Trade Show
Manager of La Ramona Morales Apts. in Benson, AZ.



2015 AZ AMA Tucson Education Conference & Trade Show
John Smith-

City of Benson
Mayor & Town
Manager





Kids all over the property!



Kids from all over came for this Easter Egg Hunt.



Largest Easter Egg Hunt held in Benson, AZ!

Shaded parking for all residents.



New covered parking area with solar lights to save power.



Entire property with fresh new exterior paint. Looks Good!





New Flower Garden Area.
New Shade Sails, BBQ, Tables and Solar light at our new outdoor space
on the Eastside of the community.

We work with the local food bank to help out our community residents
with food from the food bank.



Home grown food for our residents and the community.
(Green House, Benson, AZ)



Mock- Photos of El Memorial de Don Frew Apartments Phase II



Mock- Photos of El Memorial de Don Frew Apartments Phase II

New Partnerships

We will be starting our PPEP Help Your Neighbor Program (PHYN) with new partnership to do neighborhood revitalization for other communities in Pima County.



Bob Milianta of PMHDC & John Smith of El Memorial de Don Frew Apartments
Helping out at Yoem Pueblo in Marana, AZ.

Yoem Pueblo resident come out to help clean the community.





This is a very clean park for the community and the kids to use.
This was very hard but well worth the efforts for this community.

PPEP Behavioral Health Services
2015-2016
By Roxanna Gonzalez, Clinical Director

This year has been a reflection of the ongoing transformation of the behavioral health department which has positively impacted services provided, staff, community collaborations, partnerships, and most importantly the communities we serve. As the new Clinical Director, it has been very exciting in having the opportunity to create a quality assurance plan that builds upon the strengths of our clinical team in Tucson and Ajo, Arizona; and more comprehensive services which is paving the way to an integrated behavioral health program.

The ongoing quality of care provided by the staff is undisputable, but our adaptation of the wraparound model has opened the doors to more specialized training, solution-focused treatment, internal collaborative efforts with our other existing programs, and more culturally-sensitive services within our communities that include rural areas. The wraparound model simply has led us in the direction of “wrapping” a member with as many needed services as possible that range from behavioral health treatment, supportive services for intellectually and disabled members, housing, education and vocational services, to community referrals for rental and utility assistance.

One of the changes implemented has been the use of evidence based curriculums and best practices models which support PPEP's professional clinical team and promotes best therapeutic practice in the agency's delivery of service. Evidence-based programs can be expected to produce positive results consistently which is our main goal among all member's we serve. As best practices, we have also incorporated gender-based services and services in primary and preferred languages such as Spanish.

As part of the changes that we have implemented, we have focused on our staff's professional development which addresses staff retention, commitment, professionalism, and expertise. We have been working on a training component that includes web-based training (RELIAS system), specialized treatment and certification (Dialectal Behavioral Therapy), translation and interpretation certification, and ongoing education in the areas of domestic violence, substance abuse, DUI services, parenting, cognitive behavioral therapy, general mental health, and many other areas.

The behavioral health department has also shifted its focus this year into improving and creating a more user-friendly system both internally and externally. Our department has purchased a new electronic medical record system to ensure compliance and adaptation to ongoing changing regulations; while promoting efficiency in the required daily documentation of all services provided to every member. Our emphasis was also placed on creating a member-centered website which will improve service provision to existing members, outreach to our

communities, education to battle negative stigma associated with behavioral health needs, and assistance in navigating the behavioral health system.

As we move forward, our team will continue to strive in providing quality integrated care, expand upon our specialized services, and honor member's "Voice and Choice" in a culturally-diverse environment.

Sincerely,
Roxanna Gonzalez, MA LISAC LAC BHP
PPEP Behavioral Health Services
Clinical Director



Roxanna Gonzalez, MA LISAC LAC BHP, PPEP Behavioral Health Services Clinical Director



PPEP Moves Integration to a Higher Level

By Chief Administrative Officer, Gina Judy

PPEP, Inc. moves integration of services to a higher level this year with the creation and implementation of the Encompass Integrated Care Division of PPEP, Inc. While integrated care is a fairly new concept that is in its infancy stages for many other organizations, PPEP, Inc. ENCOMPASS has been ensuring comprehensive integrated care for individuals throughout Arizona for over 36 years.

The ENCOMPASS (Enhanced Community Participation and Support Services) Division of PPEP, Inc. was created in 1979 to provide an extended menu of community integrated support services to individuals with intellectual and developmental disabilities. When deinstitutionalization and the concept of “community integrated support services” were viewed by many other agencies as simply integrating individuals with special needs in their communities, leadership at PPEP viewed integration on a much broader level.

We have always been committed to the creation and implementation of supports for individuals interested in living and contributing in their community. We have always known that working closely with individuals, families, medical personnel, behavioral health professionals, and community members to coordinate care was the best method to ensure one’s ability to successfully live, work, and play in their communities.

PPEP ENCOMPASS has been so successful in the integration of care for individuals with intellectual and developmental disabilities that other professionals and organizations look to us to find out how we have done it all these years.

After 24 years with PPEP, Inc., I understand exactly how we have done it. We have always placed providing the most individualized care and service possible as the highest goal in ENCOMPASS. When you make this your highest priority, you naturally integrate and coordinate care plans with medical, behavioral, therapeutic, habilitation, and vocational professionals. We have grown over the years but have never looked at growing so large that we didn't know each of our individuals, each of our individual's families, and each of the communities in which our individual's wished to live. We have never considered other models of service that failed to integrate and coordinate all areas of an individual's care.

Our founder and CEO, John David Arnold, PhD had the foresight many years ago to look at expanding the integrated care concept to the behavioral health division of PPEP when he provided me with an opportunity to providing leadership and direction in the behavioral health division as well as continue my leadership role in the developmental disability divisions of the agency. Dr. Arnold's vision gave me a rare and unique opportunity to create an integrated care foundation with evidence based support service delivery modalities.

And this year, in 2015, we introduce Encompass Integrated Care to Arizona.



Gina K. Judy, MA
Chief Administrative Officer
Encompass Integrated Care
A Division of PPEP, Inc.



Encompass Integrated Care, A Division of PPEP

The Encompass Integrated Care Division of PPEP is dedicated to enhancing the lives of all individuals throughout Arizona that require clinical, therapeutic, or special support services.

We believe individuals should feel empowered and supported.

Our philosophy is based on the belief that excellent evidence based treatment and care in a least restrictive environment provides opportunity for individuals to take the greatest control of their own lives as possible.

The Encompass Integrated Care Division of PPEP provides comprehensive home and community based services in a variety of clinical, therapeutic, and direct care methods for individuals of all ages throughout Arizona.

Our dedication to an integrated service delivery system ensures our clinical and direct support professionals deliver the best possible care to every member.

Whether an individual's needs involve behavioral health services, disabilities supports, challenges surrounding aging, or a combination of these – Encompass Integrated Care believes that with the proper supports, individuals are able to manage their futures with a sense of direction, ability, and hope.

Encompass Integrated Care Specializations

Evidence Based Treatment for Individuals with General Mental Health Needs

- Parenting, Family, and Couples Therapy
- Healthy relationships
- Substance Abuse Treatment
- Domestic Violence Support and Treatment
- Adult/Civic Responsibility
- DUI Screening, Education, and Treatment
- Gender Specific Groups
- Children's Services (Home, Office, School, Psychiatric)

Integrated Care for Adults with Serious Mental Illnesses

Persons with Intellectual and Developmental Disabilities

- Integrated IDD Services
- Licensed Group Homes
- Creative Residential Opportunities
- Day Treatment and Training
- Transportation
- Employment
- Medication Administration and Management
- Respite and Attendant Care
- In Home Services
- Individualized Homes (IDLA)
- Children's Home

Children Involved in CMDP/DCS

- Integrated Behavioral Health Services

Transition Age Youth

- Youth Build and WIA
- High School Equivalence
- PPEP Charter Schools and Online

Forensics / Justice System Involved Members

- Integrated Behavioral Health Services

The Encompass Integrated Care Division of PPEP services a large range of populations throughout Arizona.

While providing evidence-based treatment and direct care supports, we also endeavor to help remove the stigma surrounding a disability, disorder, or mental illness.

In the Encompass Integrated Care Division of PPEP we strive to provide culturally sensitive services and a cohesive continuum of care.

We believe that individuals seeking help should feel supported, not uncomfortable.

While offices and facilities are located throughout Arizona, out of state and international services continue to expand.

Encompass Integrated Care currently have supports, offices, and/or facilities in the following communities:

- Ajo
- Tucson
- South Tucson
- Green Valley
- Sells
- Casa Grande
- Arizona City
- Green Valley
- Globe
- Miami
- Avondale
- West Phoenix
- Phoenix

Individualized service provision is possible throughout Arizona

Ajo and Sells, Arizona Encompass Integrated Care

Evidence based behavioral health services as well as community integrated services for individuals with intellectual and developmental disabilities are provided throughout the Ajo and Sells Communities.

Some of the services provided in these communities include individualized residential, day treatment and training, transportation, and employment related.

Tom Richeson heads up the professional clinical services in the area. Wil Gibson provides coordinators for the IDD services in the region. We are fortunate to have a superior team of clinicians, coordinators, and direct care professionals to support these programs. Many of the members of our professional team have been with the agency for many years. They continue to provide professional, compassionate, and skilled treatment for individuals with behavioral health needs, physical challenges, and/or developmental disabilities.

Many of the members receiving supports elect to participate in community events that have taken place in Ajo and Sells. Some of the favorite local community activities involve holidays and celebrations like New Year's, Valentine's Day, Memorial Day, 4th of July, Veterans Day, Halloween, Thanksgiving, and of course end of the year Holiday events are loved by everyone.

One of the favorite events attended by some of the individuals with intellectual or developmental disabilities involved an activity with the Pima County Sheriff's Office and the Homeland Security (Border Patrol and Customs Departments). Everyone attending enjoyed learning about public safety as well as one's own safety.

Events like these are important because they provide opportunity and growth. Being part of routine community events ensures everyone feels like they belong to these communities.

Our clinicians, coordinators, and direct care professionals in the region continue to ensure that evidence based, culturally sensitive treatment and care is a priority for individuals throughout Ajo and Sells.

Tucson, South Tucson, Green Valley, and Oro Valley, Arizona Encompass Integrated Care

The Tucson Area Encompass Integrated Care services include a variety of behavioral health programs and services as well as in-depth treatment for individuals with intellectual and developmental disabilities.

Under the leadership of the Clinical Director, Roxanna Gonzalez, the behavioral health services throughout the region have focused on evidenced based treatment and integrated models that emphasize a cohesive continuum of care. Roxanna is dedicated to therapeutic treatment based on research and she is passionate about culturally sensitive treatment.

Roxanna believes that individuals seeking help should feel supported, not uncomfortable. She leads an amazing team of professional support staff and highly skilled clinicians that work tirelessly to help individuals reach their recovery and wellness goals. Roxanna's vision includes working collaboratively with the greater community and working in a manner that centers on continuous quality improvement.

In addition to behavioral health services, Encompass Integrated Care provides a variety of complex and in-depth community integrated services for individuals with intellectual and developmental disabilities.

Encompass Integrated Care welcomes Kim Huffman, as the new Regional Director supporting IDD services throughout the region. These services include eight licensed residential homes, individualized residential settings, a specialized day treatment and training setting in central Tucson, and an area day treatment and training center in Green Valley. Employment related opportunities are also available as well as some transportation supports. Encompass Integrated Care residential services in this region are recognized across the state as superior. All of the licensed residential services received excellent ratings from Arizona's Department of Economic Security Division of Developmental Disabilities this year.

Avondale, Arizona Encompass Integrated Care

The Avondale Encompass Integrated Care services include a long standing day treatment and training program for individuals with intellectual and developmental disabilities. Area Coordinator, Crystal Castle, provides leadership and support to a superior team in Avondale.

Due to the vast geographic reach of this program, transportation is provided for many individuals attending the program on a regular basis.

The program continues to grow and requires additional space. PPEP has secured additional space at the existing location and is actively implementing plans to expand the facility to allow for additional members to participate in the program.

Members that attend the existing program love the small family like atmosphere PPEP provides.

Many of the members have been in the program since it began more than 20 years ago!

Members help design many aspects of the program. For example, they assist directly in developing the monthly activity calendar. This ensures that members have the opportunity to participate in things that they actually enjoy doing.

The Encompass Integrated Care professional team teaches independent living skills, health and safety skills, communication skills and social skills.

Our trained professionals spend a great deal of time getting to know the members so they can determine what method of therapeutic teaching is best suited for each person.

While members love coming in each day to see their friends, they also enjoy participating in activities.

Members say that the activities are fun but also seem to always assist them in some area of personal development.

One of the special features of this program is the high emphasis on health, fitness, and wellness.

This special feature of the program includes physical exercise, walking, nutrition and healthy eating, the value of drinking water, a full gym, and a daily Zumba class.

The Avondale Encompass Integrated Care day treatment and training program is truly a program where the members are involved in every aspect of their treatment plans.



Pictured are some of the professional team and some of the members of the Encompass Integrated Care Day Treatment and Training Program in Avondale, Arizona.

Globe, Arizona Encompass Integrated Care

The Globe Encompass Integrated Care Program has had a very eventful year. This program serves individuals with cognitive and developmental disabilities throughout the Globe, Miami and San Carlos regions.

Regional Director, Bonnie Hayes, leads an amazing group of professionals that support this area.

Some of the services provided include licensed residential, individualized residential, individualized habilitation, transportation, and day treatment and training.

Residential services continue to do well and have received excellent ratings from Arizona's Department of Economic Security Division of Developmental Disabilities.

Services throughout the region emphasize individualization. Cultural sensitivity is also at the forefront of service provision.

When you visit the region, the one comment that we routinely hear is that everyone is so happy! Members not only love the members of their professional team, they love their homes and their day treatment center.



Like many of the day treatment and training programs provided in Encompass Integrated Care, this program also provides day activities and transportation for individuals. Members in this program are directly involved in selecting the movies, crafts, field trips, holiday activities, and

community events that they attend. Members particularly enjoy planning dances for the entire community to attend.



This year the day program members in this region entered a few items they created in the local county fair. A latch hook pillow entered received 1st Place and a latch hook wall hanging received 2nd Place. A “Frozen” theme of bead work received 1st Place and was entered into the State Division!



A latch hook pillow and a beautiful drawing of a bear with bright pink clothing were examples of the art and crafts entered in the fair.



Members also enjoyed creating animals and insects from recycled paper goods that also received 1st Place!



Everyone put all their heart in to making sure their items were the best they could make and everyone was so proud of their accomplishments!

Another activity that everyone loved was attending an Arizona Diamondback game. The Arizona Diamondback organization donated baseball tickets to provide an opportunity for everyone attending the program to come to a game. Wow! That was a great day!

The Globe Area Encompass Integrated Care licensed group homes continue to receive excellent ratings from Arizona's Department of Economic Security Division of Developmental Disabilities.

One of the features of the community integrated care services provided in this region is the individualization involved in each service. This individualization is one of the contributors to the long term success and effectiveness of services in the area. Members are very happy. They love where they live and they love the direct care professionals working with them.

Four individuals participated in Special Olympics Bocce events this year and all four came back with a silver metals. We will all cheer for them as they head to the Special Olympics State Games on October 16, 2015 in Phoenix, Arizona!

**Encompass Integrated Care
A Division of PPEP
Employee Ann Zenaida "Sandy" Aquayo
Receives Arizona's 2015 Direct Support Professional Award**

Ann Zenaida "Sandy" Aquayo has been an employee of the Encompass Integrated Care division of PPEP for 11 years. On September 24, 2015 she received Arizona's 12th Annual Direct Support Professional Award. Sandy was nominated for the award by one of the individuals that receives services with PPEP, Ryan Goodwin, and his father, Ben. Sandy is a tireless worker with the ability to understand individuals that have difficulties in communication. She frequently she is able to encourage individuals to do things that he or she may not normally be motivated to do. In their nomination submission, Ryan and Ben Goodwin described Sandy as a "blessing".



Gina Judy (PPEP CAO), Sandy Aquayo (PPEP Direct Support Professional), and Dr. Laura Love (Assistant Director of AZ DES Division of Developmental Disabilities)



Human Resources Department

The human resource department is dedicated to partnering with PPEP, Inc. programs to:

Support the goals and challenges of PPEP, Inc. by providing services that promote a work environment that is characterized by fair treatment of staff, open communications, personal accountability, trust, and mutual respect.

We will seek and provide solutions to workplace issues that support and optimize the operating principles of the organization. We embrace change and the opportunity it brings. We are focused on delivering quality customer service professionally and ethically to all. We are committed to maximize the potential of our greatest asset-our EMPLOYEES.

Human Resources provides effective resource management by developing and implementing policies, programs and services that contribute to the attainment of organizational operations, goals and employee goals by:

- Properly supporting the needs of the employees and the needs of PPEP, Inc.
- Ensuring the value of diversity in a workforce that is a discrimination/harassment free environment; promoting a work atmosphere that is safe, healthy, and secure and conscious of long-term family and community goals.
- Maintaining compliance with human resources policies and procedures, employment laws, government regulations and relevant contractual obligations.
- Increasing PPEP's visibility in the employment marketplace, identifying the best and most cost effective recruitment sources to secure the hiring of best qualified people.
- Retaining our valued employees by: assuring effective leadership qualities in our managers.
- Conduct research and provide relevant feedback to management on market competitive wages, benefits, and changes in government directed laws.
- Establishing, administering and effectively communicating sound policies, rules and practices that treat employees with dignity and equality while maintaining company compliance with employment and labor laws.
- Furnish technical, interpersonal and career development training and coaching; conducting exit interviews and supplying; and enhancing two-way communication between employees and management.

Human resources manages and delivers services to employees and management in the areas of:

Benefits Administration - Coordinating and participating in the new Healthcare Captive Insurance, self-funded group, PPEP provides a comprehensive, competitive benefits package to staff. With PPEP co-pays for insurance, the benefit insurance plans are affordable for employee and family and represent a significant cost saving benefit to the participating employees.

Employment – Providing assistance to hiring managers in the areas of recruitment utilizing multi-media resources for job postings and candidate search. Stay abreast and knowledgeable of job markets that supply labor to the various service locations throughout the State. Hiring right contributes to recruitment of quality talent, cost of hire, and retention. PPEP annually participates in diversity reporting submitting a Veteran 4212, and EEO-1 report. An Affirmative Action Plan (AAP) is developed and implemented annually.

HR Administration is a critical component in the processing of confidential data and documents that are required by federal, state employment & labor laws, contractual requirements and best practices. Recordkeeping management is performed daily to maintain compliance in all areas and to support retrieval of any documentation requested.

Human Resources Department

Employee Relations is KEY to successful organizational, management, and professional development of staff. HR supports performance management policies that are applied to all staff. Continuous review and development of policies and procedures are at the forefront, to insure fair and equitable practices and guidelines are adhered to. HR takes the initiative to recommend updates to policies as required for compliance with new employment laws, and changes required by the business needs. HR plays a significant role in preserving and promoting a healthy work environment for all which contributes to the PPEP, Inc. mission.

Employee Health, Wellness and Safety is *very important*. HR contributes by managing the reporting requirements of work related injuries to Workman's Compensation, and works closely with insurance case managers in support of all employees' wellbeing and return to work. HR is the promoter of Wellness programs throughout PPEP, encouraging healthy lifestyles and choices which contribute to healthy employees and families.

The 2014-15 Fiscal year brought changes to the Human Resources Department.

Health and Wellness initiatives and communications directed by HR continue to stay in front of staff as an on-going effort to promote health awareness. HR encourages employees to make necessary changes needed for healthier lives. This year, staff were invited to participate in the flu-shot clinics offered in Tucson and Somerton. The HR department publishes a quarterly Wellness newsletter – titled,

“PPEP Health & Wellness Newsletter” featuring articles, healthy recipes, and news about health.

Significant achievement – as PPEP, Inc. transitioned from a fully insured to a self-funded health insurance platform. HR participated in the review and recommendations, which led to a decision that PPEP, Inc. made, and become a member of the new Arizona Health Reciprocal Insurance Company (AHRIC), an Arizona captive. With this participation, PPEP, Inc., as a member is now self-insured. HR continued to represent PPEP, Inc. on the AHRIC’s Board of Directors.

Healthcare Reform reporting and recordkeeping was implemented and ongoing to insure compliance with all the new requirements.

On June 30th, at the end of this fiscal year, PPEP had 361 active employees representing: full-time, part-time, on-call staff and temporary staff on payroll. This number decreased in this fiscal year due program closures.



Human Resources Staff

At the end of the fiscal year, the HR Director of 15 years resigned and entering the new year, PPEP welcomed a new HR Director that brings with her more than 25 years of human resources leadership experience. Sixteen of those years, were supporting Arizona non-profit community service agencies with her human resources and organizational development experiences.

Left to right: Marta “Marti” Vargas, HR Director;
Rosemary Montano, Sr. Compensation & Benefits Analyst
Desiree Monjaras, HR Assistant

Human Resources Department in 2015-2016

The new 2015-2016 Fiscal Year for Human Resources is filled with strategic changes as it is actively participating with the on-going development, completion and implementation of goals and objectives as established in the Strategic Plan 2015-2020.

Human Resources will be actively involved with changes and improvements to the following human resources functions:

Recordkeeping – audit all active employee personnel files to insure that required documents are in files. This improves recordkeeping compliance in preparation for relevant audits and documentation references.

Compensation – Planned is a complete compensation review that includes an audit of all active job descriptions, salary plans, and relevant performance evaluation

materials. Audit and create reports to prepare for effect that new FLSA “White Collar” overtime exemption regulations will have on PPEP, Inc. The impact will be experienced in fiscal budgets and planning and in FLSA position classifications.

Human Resources Information Systems – Participate in a review, and proposed changes and upgrades to a new HRIS/Timekeeping/Payroll system. Considerations for system upgrades include: improvements to HR recordkeeping, reporting, employee self-service access, timekeeping system, and payroll.

Organizational and Professional Development – HR will take the initiative to coordinate professional development of front-line supervisors and managers by establishing a full spectrum of management training courses and relevant schedules. Concurrently, establish a training and educational environment for all levels of staff to encourage continued professional and personal development. Improve the onboarding process for new hires by coordinating inter-departmental presentations and a welcoming first experience at PPEP, Inc.

Employee Relations – HR will be visible to all employees, and effectively communicate with all employees – sharing important information and news relevant to changes in any benefits or policy. Encourage employee involvement with employee activities and facilitate employee surveys to maintain an understanding of what is important to our employees. Take the lead in coordinating employee recognition promotions and programs.

Employment – Create a statewide recruitment and retention plan that is area and program specific. Include assessments of recruitment labor markets; identify workforce development needs by programs. Initiate participation with program management to identify creative solutions for short and long term workforce development requirements, including succession plans. Identify retention solutions in areas of need. HR will represent PPEP, Inc. in community workforce development initiatives/forums that serve the needs of recruitment and placement. Develop a robust internal posting system that encourages cross functional/departmental placement and promotions.

Human Resources is dedicated to the highest quality of customer service delivered with a sense of warmth, friendliness, individual pride and PPEP, Inc. spirit.



Property and Insurance

Gary Kleopfer, CAO, Property Management



One of the primary goals of the Property and Insurance Department is to support all the other programs in meeting their facility needs. In accomplishing this goal the men and women of our department have responded to over 2500 maintenance or service request in the past year. This includes service request after normal work hours and weekends as this department is on call 24 hours a day 7 days a week. The department maintains and supports 63 owned and rental properties, along with a vehicle fleet of 100 trucks, cars and vans. No matter what the request, we will do our best to accomplish what is needed to keep programs running smoothly.

Accomplishments:

- The Robin Group Home received a new roof. The old roof had storm damage and our property insurance paid for the new roof. In addition we made the home ADA compliant by making one shower wheelchair accessible and installing wheelchair ramps at all entries to the home.
- The Lloyd Rich Group Home received a new roof and we installed new VCT flooring in the hall and several bedrooms.
- The Raul H. Castro Learning Center received a new PPEP TEC High School Sign.
- The Las Casitas Group Home we replaced the sliding glass door to the laundry room with a standard 36" exterior door.
- At the Serenity Group Home we installed additional outside lights to improve security around the home.
- At the Cordova Group Home One bedroom door was widened to allow for wheelchair access.
- The Avondale property at 811 E. Riley is in the process of having a zoning change in order to expand the Encompass DTA program. With the zoning change the program will add several consumers to their program.
- With the assistance of the IT Department we installed several overhead projectors at several PPEP TEC Schools.

- Every summer our department makes scheduled repairs and completes additional request for each of the 8 PPEP TEC School Buildings. This includes items such as repairing sinks, toilets, light, furniture, painting, cleaning VCT carpeted floors, striping parking lots, replacing flags etc. On average we are at each school 4 days doing maintenance.

The above is in addition to the hundreds of request we have for maintenance and repairs on a monthly bases.

None of the above would be possible without the hard work and dedication of the Property Department staff. Each has my sincere thanks for jobs well done.

Art Benge, a friend and long term employee of PPEP retired this year and he is missed by all. Art does stop in on occasion and he is doing well helping at his church and now has a part time job at a local locksmith shop.

James Sams another long term employee has left PPEP to pursue his passion with race cars. He is now working in a shop building and maintain race cars.

Phil Greene
Maintenance Supervisor
9 + years with PPEP



Felix Valdez
Lead Maintenance Technician
Over one year with PPEP

Oscar Madrid
Maintenance Technician and Locksmith
Over one year with PPEP



Sebastian Paz
Maintenance Technician
The newest member of our team

Alicia Buckholz
Property and Insurance Coordinator
6 + years with PPEP



All of us in the Property Department would like to thank everyone in PPEP for their support and cooperation to our department. We look forward to serving you in the coming year and will strive to meet your expectations.

2015 ARIZONA VIRTUAL ACADEMY (AZVA) & INSIGHT HIGH SCHOOL REPORT

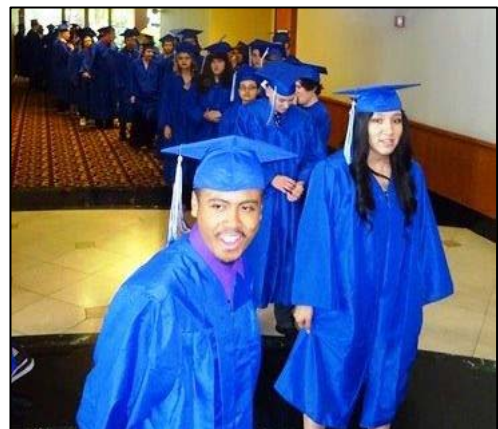
This year we are celebrating our 13th year partnership with K-12, Inc. Arizona Virtual Academy (AZVA) was approved as part of the Arizona distance learning expansion legislation in June, 2003, and opened its doors in August of that year as a program of PPEP and Affiliates, Inc. AZVA provides free online classes for students in kindergarten thru twelfth grade and is focused on student-centered education and data-driven instruction. AZVA employs a large team of Arizona-state certified and Highly Qualified teachers and counselors to support the needs of students in elementary, middle, and high school and prepare them for college and career.

In 2012, Insight Academy of Arizona (ISAZ) was opened to serve the specific needs of Arizona's at-risk students. Through this school, students are able to complete courses on a block schedule, work to recover credits, participate in support programs including a teen parenting credit bearing course, and receive additional support and guidance from certified teachers, counselors, and advisors.

AZVA and ISAZ serve more than 5500 students each year utilizing award-winning K12, Inc. curriculum through an online learning management system. Both schools utilize a multitude of programs and innovative ideas to engage students in learning and ensure mastery of state standards and course objectives. AZVA and ISAZ are accredited by AdvancED. The graduations are held at the Glendale Civic Center in May. For more information about either school, consult www.k12.com/azva or az.insightschools.net.



2015 AZVA Graduation



2015 Insight Graduation

INTERNATIONAL REPORT – GHANA

By: Jay Ofori

During my visit to Ghana in April of 2015, I had the privilege of meeting with some of our staff members of PPEP projects in Ghana. During my visit I learned so much about the remarkable work PPEP and Tree of Life are doing to improve the quality of rural life in Ghana, West Africa. Among the many projects I visited and meetings I had, a list of a few are as follows:

Sonrisa Abigail Beauty Salon: Abigail – Owner, Operator and Manager

- I met with Abigail who gave me a grand tour of her lovely beauty salon.
- Her sense of pride of ownership is quite obvious as she walked me through the place and explained the journey she underwent to finally able to transform an old hut structure to an elegant facility.
- The salon now provides various services including but not limited to: hair-styling, pedicures, manicures, massages, and so forth.
- Although the salon is doing alright, Abigail believes she will be able to improve her revenues if she had enough working capital to buy more high demand items such as hair wigs and extensions.
- Another obstacle limiting the salon's ability to operate at its highest efficiency is the access to reliable electricity is very limited as result of the energy crisis in Ghana.
- That being said, Abigail is very appreciative of the opportunity to oversee the facility and to operate her Salon business. Abigail expressed that having the extra money for working capital to purchase hair-extensions and buy a generator so she can readily access electricity would improve her ability to be more efficient, and consequently grow the business as revenue increases.

Information Communication Technology(ICT): Walter Fenuke

- ICT is a computer school program for training young men and women from the Baika area in the Volta Region of Ghana. The ICT has been in operation for one year.
- Utilizing existing school buildings for their classes- keep costs low.
- 12 students are enrolled but only four computers are available. Student must take turns using the computers.
- Preparing 4 students to take the standardized exam for National Certification in IT.
- Linking students with local business that may need IT services.

WARES: Seth Ashiamah – Staff member

- Seth Ashiamah handed me a copy of a report outlining the Buem Clean Water Project along with other PPEP and Tree of Life projects in the Volta Region of Ghana.
- The report provided a brief update on projects PPEP and Tree of Life have been working on in Ghana for several years.
- Among these projects are the following:
 - An organized run to save the forest –14Km Marathon
 - The Micro-Credit Project;
 - Renovation of 6 class rooms (two separate buildings-3 classrooms ea.)
 - Installation of new mechanical bore-holes.
- Seth has indicated that 64 non-functioning pumps and bore- holes have been identified in 24 communities in Buem and Baika area.
- The average cost of fixing a broken bore-hole is between \$100 and \$150.
- In an effort to implement sustainable, maintained water wells, Seth suggests charging a small fee for water collection from the newly renovated and fixed bore-holes and/or wells.
- However, Seth discovered that due to the recent cholera cases in Ghana, charging fees for use of the wells may not be practical as it may discourage people in the villages from fetching water from the wells, and may actually force them to turn to a nearby contaminated river for water, resulting in more people potentially contract Cholera.
- As a result, the idea of charging the residents a small fee for the use of the bore-holes and/or wells has been put on hold until further notice.



Jay Ofori (left) and Seth Ashiamah

The Street Academy: Atta Lartey – President & Founder

- One of the highlights of my trip to Ghana was meeting with staff at The Street Academy, a local non-profit organization and a partner of PPEP.
- The primary objective of this local organization is to help remove kids off the street by inviting them to a center where they are taught how to read and write. This enables many of the children to then be able to attend school.
- In addition to providing access to basic education, The Street Academy assists in providing meals to the children twice a day.
- The center has over 150 participants in the program, and it is believed to have a 90% success rate.
- Most of these kids do not have family or a place to go for food. This kind gesture from The Street Academy is truly changing the lives of these street kids.
- The center has approximately 15 to 20 staff members/volunteers, which comprised of both local and international personnel.
- While there, I also had the privilege of being interviewed by a popular and prestigious radio station, Ghana Broadcasting Corporation and Ghana Metro TV. I used this interview as an opportunity to share the purpose of my trip to Ghana and the work PPEP has been doing in Ghana.



Kids from the Street Academy

Girl Child Education Awareness Creation (GCEAC): Rita Siaw – Founder and Project Manager

- GCEAC serves young women at risk, who have been sexual abused and/or have substance problems with drugs and alcohol, as well as prostitution and victims of child sex trafficking.
- The GCEAC provides a safe place where these vulnerable women can feel protected and encouraged to share their testimony with each other.
- The center's goal is to establish a mentoring program for these women where each woman is assigned to a specialist to help them in the healing process.
- Currently, the women are being trained on how to make traditional necklaces, earrings, and bags/purses. The idea is to help them become self-sufficient through the production and sales of their own merchandise.
- Rita Siaw, the founder of this program is also the one helping to train the young women, by teaching them how to make the different styles of traditional jewelry.
- Rita is a well-known radio talk show host, and the secretary to the Paramount Queen mother.
- Rita's next big project is to build a small library for these at risk women, as part of her literacy initiative, educating the women on how to read and write.
- Anita is also in the process of publishing her 2nd book called "I Wish I Knew" to help educate young women on how to protect themselves from becoming victims of teenage pregnancy, and drug and alcohol abuse.



Women from Girl Child Education Awareness Creation at work, making traditional Ghanaian necklaces and earrings

CEO QUARTERLY REPORTS 2015



Portable Practical Educational Preparation, Inc.

Multi Service Center
802 E. 46th Street
Tucson, Arizona 85713
(520) 622-3553
Internet Address: <http://www.ppep.org>

Toll Free: (800) 376-3553

FAX: (520) 622-1480

E-Mail Address: ppep@ppep.org

John David Arnold, Ph.D.
Chief Executive Officer & Founder

"Si Se Puede"
"Si Se Pudo!"

Gertha Brown-Hurd
President

QUATERLY CEO REPORT APRIL 2015

PPEP and Affiliates Board, staff, and friends:

Introduction:

Greetings PPEP Family; My CEO report for the first quarter of 2015 brings glad tidings and some sorrow. As most of you know, the Honorable Raul Hector Castro, the former governor of Arizona recently passed away. He had already been on our agenda to be inducted into the Farmworker Hall of Fame. His legacy is known worldwide; however, there is a part that many people do not know. From our perspective as an organization Raul Castro was a friend of the rural people, farmworkers and a great supporter of the work of our organization. He visited us and consulted with us often and we felt he was part of our family here at PPEP, Inc. during his run for governor he was our guest at the ribbon cutting of the Santa Cruz valley coop Store in Tumacacori, Arizona. See attached article. The last time (2006) I was with him was at a LULAC function in Sierra Vista in the photo with my two daughters.

On April 27, 2015 we will honor the Raul H. Castro legacy and induct him into the farmworker Hall of Fame. At that time there will be many accolades and recognitions presented.

The PPEP Outlook as an Organization:

I feel very confident that the Management Team, and PPEP/ Affiliates boards are the best that there is to be found anywhere. The expertise that we have on our workforce and the direction given by the boards both here and abroad has given us great credibility over the past 47 years. The celebration of our 47th Anniversary was just one of the milestones among many. The theme was, "By knowing our past we also define our future," so that was important as we 'roll to the 50th'.

However, there are many new challenges that the rural and farmworker people face. We must make whatever adjustments possible to make sure that we continue to be responsive to their needs. As we look at that future, we know from our past that our partnerships are extremely important. The 'times' of us trying to do everything on our own have passed. The resources are just not there. So we are renewing our partnerships and revisiting our old friends talking about our vision to go forward in the 21st century. In 1995, we signed a Contract with Rural Arizona that was signed by over 100 agencies whom serve farmworkers in the rural poor and disadvantaged. Therein set forth goals, objectives and priorities to address the problem of disparity

between rural and urban Arizona. At that time our state ranked number one in rural poverty tied with New Mexico at 27.1%.

Unfortunately with the downturn in the economy the rural communities have taken another a step backward. We are trying to adjust as much as possible to meet the needs of the new poor. This is our greatest challenge. I feel that we are making some adjustments that will make a difference and continue our mission to improve the quality of rural life both here and are humanitarian efforts among farmworkers and rural poor abroad. The agency Strategic Plan 2015-2020 addresses just how we will achieve this; the balance of this report is a recap of some of the other initiatives, programs, contacts, and partnerships we have engaged in of recent:

1. **RISP-Net** – A team from PPEP (Dr. Arnold, Dr. Bia, Randy Kempton from PPEP TEC, Barbara Simcoe from Employment & Training, Roxanna Gonzalez from ENCOMPASS) had the opportunity to meet with and present information on PPEP at a meeting of **RISP-Net (Refugee Integration Service Providers Network)** held at Pima Community College - Downtown Campus. PPEP provided a copy of the PowerPoint presentation that RISP-Net immediately circulated to all members and attendees. As a multi-service agency, refugee families continue to seek assistance from PPEP for education, training and human services.
2. **CompuGirls** – PPEP finalized and signed a Memorandum of Understanding with CompuGirls Program at **Arizona State University** to introduce it in Tucson this summer. Course 1: Digital Storytelling will run from June 15th-25th on Monday through Thursday for 6 hours per day for a total of 48 instructional hours. The culturally responsive technology program for adolescent (grades 8-12) girls from under-resourced schools provides students with an opportunity to learn the latest technologies in digital media, game development, and virtual worlds. The CompuGirls Program also hires Mentor Teachers & Management Interns and will provide in-person training on May 31- June 3 in Denver with an opportunity to interact with other 1st year and existing Mentor Teachers and Management Interns. The training module will also be available to Mentor Teachers/Management Interns as a 20-hour online training once they are hired as CompuGirls facilitators. Additionally, PPEP was asked to participate and provide a letter of interest/support for a new grant application to the National Science Foundation. PPEP provided the letter of interest/support to ASU and, if funded, the additional grant will open the door for additional courses and perhaps expanded programming. To see samples of CompuGirls projects, click on the Girls' Work<<http://sst.clas.asu.edu/node/2921>> page.
3. **PPEP Strategic Plan** – As a direct result of recent SWOT Survey and PPEP Retreat, the Management Team is reviewing Short-Term (Immediate) Goals and Long-Term (Strategic) Goals as a part of PPEP Strategic Planning process. The documents are being reviewed by the Management Team and are on the agenda at the next Management Team meeting on April 22nd. PPEP TEC High Schools

will build-in the recommendations from the Functional Review by Sharon Davis into its strategic plans. A report on the Strategic Planning Process is also on the agenda at the upcoming PPEP Board Meeting on April 27th.

4. **E-Rate** -- PPEP is highly encouraged and but is awaiting USAC's Revised Funding Commitment Decision Letter (RFCDL) that will specify the funding levels E-Rate will support for the current year. It appears we have been approved for most, if not all, of our requests minus a few minor adjustments. This was a very long-shot from the beginning because of several initial denials by USAC and we ended up appealing directly to the FCC. The FCC accepted our appeal and referred the matter back to USAC for another review. If fully approved for the entire year, its value may range between \$80,000 to \$152,000 based on actual eligible expenditures.
5. **Demonstration of Sufficient Progress (DSP) Report** – “No-news good-news” is about the best way to describe the status of our DSP submittal. We have not gotten a response to our submittal of the DSP Report (Academic & Financial) for the three PPEP TEC sites that did not meet the 63% threshold established by ASBCS. From our experience with DSP we now know the types of data we should collect on an on-going basis as well as how to use the data to make further improvements.
6. **Key Visitors** – PPEP enjoyed visits by prominent individuals. The **Chair of the Pima County Board of Supervisors**, Mr. Ramon Valadez, toured PPEP and Celestino Fernandez Learning Center and he has accepted to be the graduation speaker. The **Executive Director of Arizona Private Schools Association (APSA)**, Mr. Fred Lockhart, and Ms. Dena Frei also toured PPEP and Celestino Fernandez Learning Center and highlighted the need to create pathways for students into careers. Ms. Julie Kasper, **Refugee Education Coordinator** in the Tucson Area, also visited Celestino Fernandez Learning Center and advised administrators on serving refugee students and families.
7. **Dual Enrollment** – PPEP TEC continues to work with Pima Community College - East Campus for offering Dual Enrollment courses in Fall 2015. Several Student Success (STU) courses (100A How to Study, 100B Time Management, 100C Note Taking Tips, and 100D Testing Tips) have been identified. Finalizing the arrangement involves teacher certification, assessment of students, and adoption of PCC syllabus, student learning outcomes and course learning objectives. Future courses may include: STU102 Personal Finance in College Decision Making, STU105 Math Success Skills, STU109A Making Career Choices – Interests & Values, and STU109B Career Choices – Goal Development. Other courses may also follow.
8. **PPEP/Pima Community College & African Universities** – PPEP held a follow-up meeting with PCC Chancellor Lee Lambert and signed Memorandum of Understanding with three educational institutions in Cameroon, Africa – Limbe

Business College, University of Bamenda and University of Buea. The MOU's open the door for educational exchange and project opportunities. PPEP Youth Build is pursuing arrangements with PCC Downtown Campus for NCCER credentialing.

9. PPEP Institute & Arizona State Board for Private Postsecondary Education

—Dr. Bia attended the State Board meeting at the suggestion of Dena Frei, licensing consultant. He got a chance to watch the proceedings on how the Board conducts its meetings, but also the nature of topics they address and the types of questions/concerns they want clarified. Some of the items on the agenda included Supplemental License Application for a Change of Ownership/Control and Conditional Vocational Program License Application (the category our application will likely be in). The State Board had many questions for various schools about: weakness in organization structure and need for expertise, transcripts, registrar capabilities, acquisition cost, price per student to bring in, recognition of name, admissions process, refund policy, LOA, Catalog, graduation rates, Title IV eligibility, private loans, administrative expertise, business acumen for running a school on daily basis, etc.

10. Special Events – PPEP believes in infiltrating and engaging directly with the community it serves so Dr. Arnold was able to have the ears of both U.S. Senators from Arizona, John McCain and Jeff Flake, at a recent Legislative Updates. PPEP also had representatives at the Hispanic Education Conference & Luncheon as well as the annual LULAC Scholarship Banquet. PPEP TEC High Schools was well represented with 5 students and 3 administrators plus Dr. Arnold and Connie Martinez, both LULAC national officers.

11. Governor Raul H. Castro – PPEP was saddened to learn of the passing of a great trail blazer on April 10th. PPEP will proceed with prior plans to induct Governor Castro into the PPEP Farmworker Hall of Fame at the upcoming Board Meeting on April 27th. We honor those we admire by living out their vision and passion and passing them on to future generations. Governor Castro had many friends including the Navajos in northern Arizona. In 1974 he campaigned on the Navajo Nation and captivated an audience at the Navajo Nation Fair in Window Rock, Arizona, and he managed to consolidate the huge Navajo voting block that contributed to his election as Governor. PPEP TEC Raul H. Castro Learning Center, named in his honor in Douglas which is his childhood hometown, will participate in community activities honoring his life.

12. End of School Year – The ending of another school year is definitely in the air. Thanks to everyone involved in planning for all the graduations, year books, proms, etc., (and let's not forget implementation of the new AzMerit). We look forward to a successful end to the school year and looking forward to next year.

13. Maximizing Enrollment, Retention, Graduation & Transition – These four areas will remain high priorities as PPEP TEC prepares for next year.

The Ghana Clean Water Project

This project addresses the repair of up to 50 broken down village water- hand pumps. For many years, the people have been drinking water from the rivers gotten sick, and even died. We found that it was because of a simple part that needed be replaced. That part was readily available and the pumps were cheap to repair. Subsequently, we have raised money from the Tree of Life Foundation and the public sector in order to begin repair of these wells. To date ten (10) have been finished. You can click on our website www.ppep.org on the blue and green buttons on the homepage and you can see the news clips. By the way, most of the funding for the international projects comes from, individuals and foundations. There is no program funds of PPEP ever expended for international projects. Finally our outlook for the future is strong as long as we remember our roots, do not forget our past partners, and continue to develop new ones to join in our mission, "To improve the quality of rural life."

On a personal note, I'm working on carrying out a long-term project of writing a biography of my over 4 1/2 decades at PPEP which I will begin this summer.

Si Se Pudo!

John David Arnold, Ph.D.
CEO/Founder

P.S. The 47th Anniversary video and the clean water projects can be viewed on our website at www.PPEP.org.



Pima Community College Chancellor Lee Lambert and Staff visit PPEP, Inc.



Portable Practical Educational Preparation, Inc.

Multi Service Center
802 E. 46th Street
Tucson, Arizona 85713
(520) 622-3553
Internet Address: <http://www.ppep.org>

Toll Free: (800) 376-3553

FAX: (520) 622-1480

E-Mail Address: ppep@ppep.org

John David Arnold, Ph.D.
Chief Executive Officer & Founder

"Si Se Puede"
"Si Se Pudo!"

Gertha Brown-Hurd
President

QUATERLY CEO REPORT APRIL – JULY 2015

Estimados PPEP Board and Affiliates Members:

I'm happy to report we've accomplished all nine (9) graduations including our two virtual academies. Furthermore, our first youth build graduation took place in May in Tucson. Yet to come is our HEP farmworker adult GED graduation in Yuma County this July.

As part of our strategic plan, which is in full implementation we have reached out to Arizona Western Cochise College, Central Arizona College, and Grand Canyon University, which we have just signed a Memorandum of Understanding (MOU) see attached document. Furthermore, we have begun a new partnership with a Southern Arizona Tucson based Mexican Consulate. As of July 1st PMHDC partners with Tucson bank. We have also explored an air conditioning postsecondary trade school as a partner in Maricopa County. On the staffing side we have some very exciting news. Randy Kempton and Susan Marsett have gone on to pursue other opportunities, yet remain as on call employees to ensure continuity in our programming so that their expertise is not lost.

Our new PTHS Superintendent is Wayne Tucker formerly the lead teacher at the Raul Castro Learning Center (PTHS) in Douglas (one of our best performing schools ever). Wayne brings new energy and vitality to our schools; we are very excited about his leadership capabilities. Also joining our PPEP TEC Administration is Moriah Levy both are working to implement the school strategic plan.

Marti Vargas is our new HR Director; she brings to us 39 years of experience in human resources. She comes from the Arizona Children's Alliance, which is an organization of over 700 employees statewide. She says she enjoys traveling to meet the staff. Her lifetime experience in HR, contacts in the community, grant writing capabilities, as well as bilingual capabilities will greatly enhance our HR Department.

Roxanna Gonzalez is our new Clinical Director of our Behavioral Health program. Roxanna is a returning employee. She is re organizing the behavioral health department along with Gina within ENCOMPASS as we have a new behavioral health network known as CENPATICO. The timing couldn't be better for this reorganization of those two very critical health components of our organization.

As for our strategic plan, we continue implementation. We assign leaders for each section and have regular meetings and updates to measure progress (see attached document).

As for the summer programs at PPEP, they never slow down especially for the youth. Our summer youth employment and educational projects are in full swing. Over a hundred and fifty students are at our schools in Tucson. In Yuma County, both our schools have been immersed in the summer Migrant Education program. CompuGirls USA is just gearing up for its first session empowering young women. The Youth Build program in Yuma County sent eight (8) representatives to the National LULAC convention in Salt Lake City. I also attended the National LULAC convention, as the LULAC National Co-Chair of Education and participated in one of its education panels.

Recently, we attended the Arizona State LULAC Convention in Phoenix. Our Youth Build program from San Luis was voted the Council of the Year. Also the LULAC National Convention in Salt Lake City was a great success and unforgettable experience for our farmworker youth from Yuma County. They were treated to a number of important workshops including education that will help your career paths. They were also hosted at the Utah State Capital, where they learned about the legislative processes of government. They also met a number of important leaders in government education and business and participated in the Awards Presidential Ceremony on Friday night. At that time, our board member Dr. Ricardo Castro-Salazar received the John David Arnold Humanitarian Award for his lifelong efforts in cross-border to improve education and trade between Mexico in particular Arizona and Sonora.

The Mexican Consul General toured our organization and is desirous of an MOU to promote programs important to Mexican citizens living in Pima and Pinal Counties. They will focus mainly on education through Plazas Comunitarias. The Consul General also toured the CompuGirls USA, Youth Build, and the summer jobs program at PTHS. We found out the Mexican Council offers many services to Mexicans living in our area that we can make referrals to. We assembled our staff to hear the entire presentation by the counselor staff, which is most informative.

In June, we participated in the Banner University Gynecological Department's Annual Grand Rounds. They featured our FGM project from Somalia. We had call-ins from Mogadishu and the refugee community here in Tucson regarding the FGM issue (see attached report). I am also very happy to inform that we recovered our technology funding appeal process to the Federal Communication Commission (FCC) this will significantly help our bottom line.

We started off the new fiscal year with PMHDC meeting with the Tucson Bank (cover photo), whereby we agreed to a partnership to work jointly on loan applications, business plans, and training for micro business applicants to enhance their chances of success. On a personal note, I took some time to work on my

autobiography after attending the LULAC Convention in Salt Lake City. I did not visit Africa this summer as we achieved most of our program goals over the Christmas holidays.

During the balance of July and early August I was involved in doing my PPEP documentary/autobiography in Idaho. There I also visited some of our traditional charter school friends, attended solar workshops, and a premier showing of Nell Shipman a pioneer in movie making.

During these summer trips, Barbara Coronado our PPEP COO is in charge supported by our very capable CAO Management Team members. I'm always available by phone and close enough to come back should there be any emergencies. I wish each of you had a great summer. I'm very excited about this upcoming new fiscal year with all its opportunities and challenges.

Also I'm happy to report that we had our first board site visit to Ghana. As you know, the board appointed an International Committee co-chaired by Jay Ofori and Jorge Valenzuela. This committee is very valuable to the organizations international platform as well as me personally. It takes a lot of pressure off my responsibilities there and involves the board directly. For example, one of the first undertakings was for Jay Ofori to go and visit the PPEP staff and projects in his home country of Ghana. His report is attached to mine.

Also Jorge Valenzuela the other International co-Chair and I are planning a trip to Mexico during my Christmas holiday time as we've not been to that country for over five years. It'll be an opportune time as all the newly elected officials take office by that time. After the visits in Sonora, the plan is for me to go to Chiapas, where I have been invited to present vegan farming and micro finance workshops. Plus reestablish our long standing contacts for that area among the farm worker communities.

At last, I am pleased to report our office in new Baika Ghana has been completed and occupied. All of our projects including the diabetes education and prevention, clean water project, micro finance and others will be platform from there. Staff and board meetings will also be held there as well as community and project meetings. Also our movie house production group has produced there second movie, which is traditional in nature and in the language of the Lelemi People, whom never have had a movie production where traditions recorded. We hope to have the video up on our website in the near future.

Our teaching plan throughout the summer continues to evolve with retreats and planning groups working to implement its recommendations. On the fiscal side myself and Barbara have worked very hard with the legal team to ensure that all of our documents, master agreements, including our corporate articles, bylaws, trademarks are in order as there as many ongoing changes to the law and those

who would attempt to infringe on our intellectual property. At our next board meeting, there will be an update from our legal counsel for these documents.

Finally, these are exciting times for our agency programs on the domestic side growing as well as our efforts abroad. There is a distinct possibility that one of the presidents of a West African country will soon visit PPEP projects in the very near future. In Arizona, we are exploring a partnership with the Arizona Black Chamber of Commerce based in Maricopa County but serving the entire state. Both PPEP and PMHDC are members (see attachments).

Si Se Pudo!
John David Arnold, Ph.D.
CEO/Founder

P.S. Happy New (fiscal) Year!



Dr. Arnold and Mayor Jonathan Rothschild at the Hispanic Chamber of Commerce Gala

2015

Photo Album



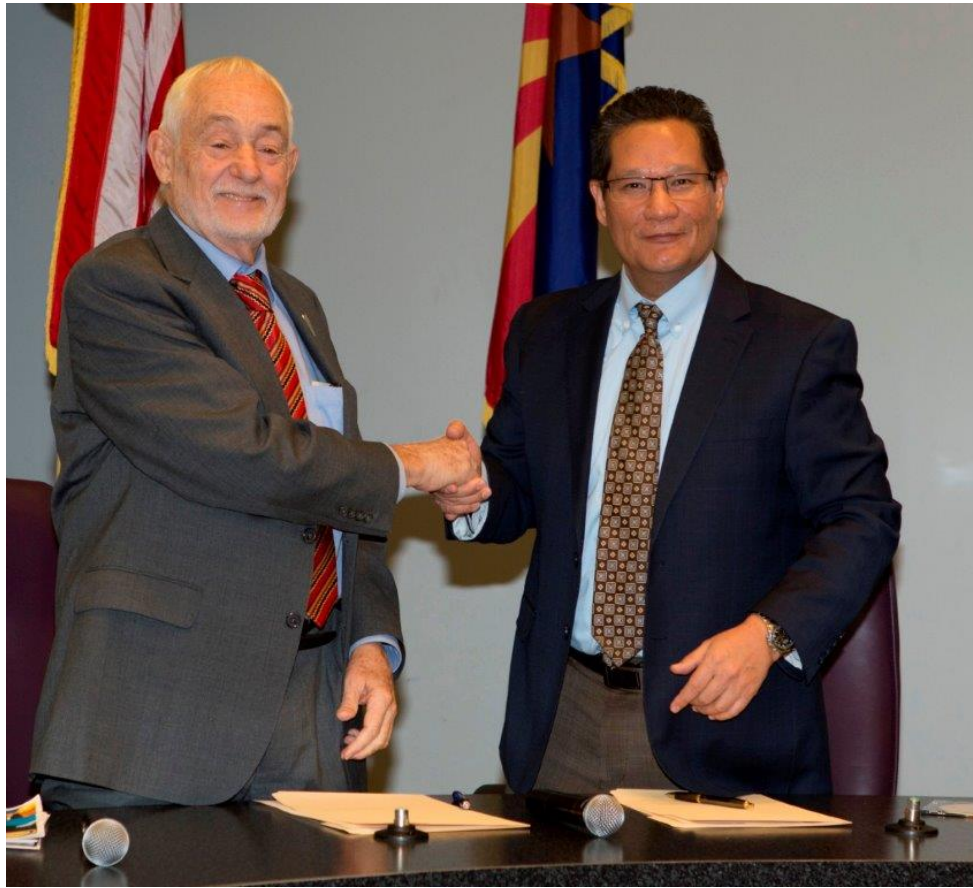
Mr. Fred Locket visits Dr. Celestino Fernandez Learning Center



Littletown Neighborhood Clean Up Project



Somalian Refugees with Congresswomen Martha McSally during the Martin Luther King March



Signing MOU with Pima Community College Chancellor Lee Lambert



Pima Community College Chancellor Lee Lambert's Presentation



Pima County Board of Supervisor Ramon Valadez Visits PPEP TEC



CompuGirls Team sponsored by ASU



PPEP TEC LULAC Volunteers



PPEP TEC Prom



PPEP Arivaca Community Garden



Rillito Cleanup Day



Youth Work Experience Job Orientation



Pima Community College and PPEP Partnership Teams Meeting



YouthBuild and CompuGirls USA Exchange Views



Post-Secondary Vocational Partnership Exchange



LULAC State Convention Council 1097 "Council of the Year"



Employment Partnership with Goodwill, Yuma County



Dr. Scott and CompuGirls – ASU MOU signing



Introduction to ASU Compu Girls



2015 Graduation Night Theme PPEP TEC San Luis, Arizona "Mad Hatters"



PPEP TEC 2015 Tucson and Casa Grande Graduation –
Tucson Convention Center



Community Service Day, Yuma County Youth Build



Neighborhood Clean-up Day – Littletown, AZ



Dr. John David Arnold during the Hon. Raul H. Castro Recognition – PPEP 48th Anniversary



The Mariachi during the Hon. Raul H. Castro Recognition

International Photo Album 2015



Paramount Queen Appewbea II, Ghana



Bueman Theatrical Group



PPEP Eagle Team on the FM Airwaves



Cameroon Garden of Eden Organic Farms



Girls Education Awareness Program



Street Academy Boxers



Girls Volleyball Tourney - Ghana



Young Singers from the Rain Forest

Awards and Recognitions

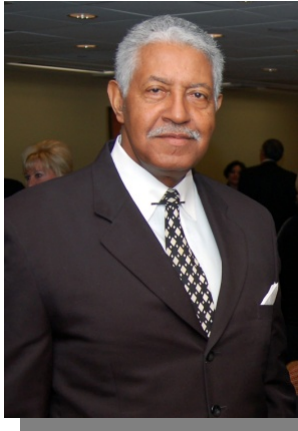
TERRY STEVENS, CEO - CENPATICO



Terry has more than 40 years of behavioral health experience in both public and commercial managed care. She began her career as a child and family therapist in a rural community mental health center in central Illinois and has worked for the last 30 years in Arizona. Terry earned a master's degree from the University of Illinois in Clinical Psychology, and she is a licensed counselor, certified coach and certified focus director.

For the last 30 years Terry has lived and worked in Arizona. Before coming to Cenpatico, Ms. Stevens was the Chief Operation Officer for Maricopa County behavioral health crisis network and the operations manager for Medical Professionals of Arizona-Department of Psychiatry. Ms. Stevens is also an associate professor and prepares fourth year psychiatric residents for Maricopa Integrated Health Systems.

Ms. Stevens was one of the original writers of the 2005 bid that launched Cenpatico Behavioral Health of Arizona. Cenpatico is the regional behavioral health authority for Cochise, Gila, Graham, Greenlee, La Paz, Pinal, Santa Cruz, and Yuma Counties. The Regional Behavioral Health Authority is the organization that oversees the provision of services for people who have behavioral health problems that qualify for AHCCCS. Cenpatico contracts with providers, directs services to best practices, ensures the quality of services, monitors the crisis services, provides community outreach and training and resolves complaints and grievances. After the award of the contract she was offered the opportunity to bring the proposal to life as the CEO. Cenpatico has 90 employees with offices in Tempe, Florence and Yuma.



MEL J HANNAH, FOUNDER PRESIDENT – HANNAH & ASSOC

COMMUNITY OUTREACH, ADVOCACY, INTER-GOVERNMENTAL RELATIONS

Mel Hannah has over 40 year's involvement in a variety of community outreach and citizen advocacy issues. These experiences began in 1973 after being the first African American elected to serve on the Flagstaff, Arizona City Council, (elected for three 4-year terms). Subsequently, by serving on the Coconino County Board of Supervisors, Mel is the first and only African American in the history of Arizona to serve on these two important levels of local government. Concurrent with this elected positions in Flagstaff, Mel served as an Assistant Director for the Northern Arizona Council of Governments (NACOG). As Assistant Director, Mel had program responsibility for a majority of NACOG's human services programs, i.e., Community Action Agency, Title XX Planning, Area Agency on Aging, Job Training & Employment and the Affirmative Action Office.

After relocating to the Phoenix area in the early 90's, Mel was employed by the Greater Phoenix Urban League, as the Director of Community Outreach and Job Development, his major responsibilities lie in the areas of community outreach, job development and inter-governmental relations. In 2009 Mel founded Hannah and Associates, a firm that provides a variety of sources in federal, state, county and municipal governments, as well as similar services to the private sector. Additionally, currently serving as the vice president of GA-Engineering a multi-LLC firm headquartered in Phoenix Arizona. Through Mel's varied career highlighting his service, has been his ability to bring together people, issues, and concern, together and toward a positive resolve. Being a Native of Arizona Mel has developed a positive working relationship with tribal government in Arizona (Navajo Nation, White Mountain Apache Tribe).

PPEP, INC. AND AFFILIATES

The Undersigned Certify They Have Read, And Accept The Document Entitled:

“PPEP, Inc. & Affiliates” 48th Anniversary Annual Report – 2015

Submitted by: John David Arnold

Gertha Brown-Hurd, PPEP President

Edgar Granillo, PMHDC President

Date: October 26, 2015