



QUALITY JOBS. QUALIFIED WORKERS.

**Friday, October 10, 2014 – 7:30 a.m.**

Pima Community College, Community Campus, Rooms A109–112, 401 N. Bonita Avenue

## **MEETING MINUTES**

### **Members Present**

Sandra Abbey	Doug Jones
Dr. Linda Arzoumanian	Dorothy Kret
Steve Banzhaf	Dr. Lee Lambert
Jacob Bernal	Aric L. Meares
Duane Bock	Sharon Mikrut
Rose Capono	Lea Márquez-Peterson
Judy Clinco	Beverly Price
Vaughn Croft	Jill Pearson
Deborah Embry	Paul Roughton
Peggy Feenan	Ramon Serrato
Bruce W. Grant	Alan L. Storm
Peg Harmon	Pamela Sutherland
Chris Hazen-Molina	Frank Watts, Jr.
Gregg Johnson	

### **Members Absent**

Hank Atha  
Clarence Boykins  
Wilette C. Diggs  
Michael Guymon  
Kari Hogan  
Zara Larsen  
Kim Murray  
Arnold Palacios  
Carl Rosborough  
Julia Strange  
Mike Verbout  
Jim Zarling

### **(34) WIB Guests and Pima County Staff Present**

- I. **Call to Order:** Paul Roughton, Chair
- II. **Pledge of Allegiance:** All
- III. **Roll Call:** Steven Banzhaf
- IV. **Workforce Arizona Council (WAC) Report:** Peg Harmon, WAC Member, Pima County
  - A. The State Workforce Innovation Opportunity Act (WIOA) Implementation Team's role includes:
    - ❖ Conducting a structured analysis of WIOA;
    - ❖ Assessing State and Local Readiness to implement WIOA;
    - ❖ Identifying and tracking potential barriers or challenges to implementing WIOA; and
    - ❖ Informing U.S. Department of Labor of any potential technical assistance and training needed by the state and workforce system partners to successfully implement WIOA.

Discussion and action can occur on any agenda item.

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- B. Each of the Statewide WIOA Task Forces have at least one Pima County staff representative: Governance, Fiscal, Policy, Performance Accountability, Regionalism, Labor Market Analysis, Staff Development and Business Outreach. If someone is interested in joining a Task Force, they may contact Charles Casey at [charles.casey@pima.gov](mailto:charles.casey@pima.gov).
- C. The State is going to approach a Federal Grant in order to connect SNAP program participants with training and jobs for in-demand careers. The State Wide Grant Proposal will help to reduce dependency and increase work requirements and work effort under the Supplemental Nutrition Assistance Program (SNAP). Collaboration within state governments, and partnerships with public and private entities will be critical in connecting participants with training programs, in-demand jobs and careers. Arizona is one of five states applying for this grant. Peg Feenan added that Molly Bright is working with Dorothee Harmon on the grant proposal.
- D. The next WAC meeting is November 20, 2014, 1 to 3 p.m., at PCC, Downtown Campus.

**V. Pima County Staff Report:** Charles Casey, Pima County Community Services (10 minutes)

- A. On October 6, 2014, Pima County staff relocated from the Rio Nuevo One-Stop Center to the Tucson Urban League's Angel Youth Center, 2323 South Park Avenue (near 36<sup>th</sup> Street). This new Youth Employment One-Stop Center will provide youth services including case management, Pledge-A-Job, library workers, summer employment programs, workshops and seminars, college access and JTED will have a satellite Aviation Technology Program on site. An Open House is scheduled for December 9, 2014, 1 to 5 p.m.
- B. As unemployment declines our numbers decline. We peaked at over 5,000 a year during the Great Recession. A lower unemployment rate implies a more challenging caseload for a variety of reasons.
- C. A proposed American Manufacturing Workforce Act would provide HR 5325 Tax Credits to manufacturing companies, \$1,000 to employers for unemployed manufacturing trainees and up to \$1,000 for employers who provide adult education or manufacturing job training.
- D. WIA-WIOA Transition – there are 264 days until implementation. Under both WIA and WIOA, adults and dislocated workers select classroom skill training programs from the Eligible Training Provider List (ETPL) and ETPL programs are subject to Performance Measures. For WIA it is just for sponsored WIA clients and for WIOA it is for anyone in that training program. A current list of Pima County ETPL providers was included in today's meeting packets. Performance measures information and implementation dates were also shared.
- E. The Pima County One-Stop Centers offer not only skills training but also more than seven different types of workshops that are held at the One-Stop Centers. The "Workshops" schedule is available at <http://webcms.pima.gov/calendar/>.

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- F. The “Southern Arizona Manufacturing Partners (SAMP)” video was viewed by the meeting attendees.

**VI. Trade Adjustment Assistance Community College and Career Training (TAACCCT) Grant:** Stan Steinman, Academic Dean, Workforce & Business Development, Pima Community College - Community Campus, thanked the One-Stop for helping PCC to get this grant. It was written and based on the SAMP model. It was very competitive and PCC is one of 71 colleges to receive a \$2.5 million grant to train workers for careers in aviation, mining and manufacturing. Stan will provide detailed grant information to Pima County staff so it can be emailed to meeting attendees. Regina Suitt, Pima Community College, reported that PCC also received an Integrated Basic Education and Skills Training (IBEST) grant from the State of Arizona. PCC will receive more than \$50,000 during the first six months and up to \$100,000 after that. The IBEST model allows the student to obtain adult basic skills and occupational training at the same time. This will strengthen our partnership with the Pima County One-Stop and provide opportunities for larger grants that fund IBEST models.

**VII. Comments from Chair:** Paul Roughton

- A. The 09/11/14 WIB and TREO “Sector Partnerships” forum resulted in three possible partnerships. Please contact a WIB member if you are interested in a partnership for your industry sector.
- B. Philabaum award presented to new member Dr. Lee D. Lambert. County Administrator Chuck Huckelberry has requested that all newly appointed commission members receive a glass Philabaum award as an expression of the County’s appreciation of the member’s service to our community.

**VIII. Action Item:** September 12, 2014 Meeting Minutes were approved. Duane Bock moved to approve, Lea Márquez-Peterson seconded and all approved.

**IX. Emerging Technologies Sector: Drones/Unmanned Systems and Programs Panel:**

- Kelly Lawton, MBA-GM, Campus Director, Embry-Riddle Aeronautical University Worldwide, Tucson/Davis-Monthan/Fort Huachuca.
- Howard Phelps, Section Vice President, Defense Solutions Division, General Dynamics Information Technology, Sierra Vista.
- Stephen W. Wilson, Hunter Deputy Program Manager, Northrop Grumman Technical Services, Sierra Vista.
- Matt Pobloske, Chief Executive Officer, Sensintel (formerly BAE Systems), Tucson.

**Moderator:** Vaughn Croft, Senior Program Coordinator, Office of the Pima County School Superintendent

**A. Please tell us what your organization provides today, and for whom, and the uses of the product(s) or service(s).**

1. Kelly Lawton - Embry-Riddle (E-R) is a worldwide organization. E-R has two main campuses and one in Daytona Beach, Florida, where they have a large research and development facility, and flight and nonflight programs and the Prescott campus which is also a full residential facility. E-R has 150 campuses in collaboration with the U.S. Department of Defense (DOD) at various military bases and civilian locations. E-R

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provides post-secondary education, high advanced degrees, unmanned aero systems, and a Thomas Engineering Program that not only focuses on the airborne unmanned systems but also the land and sea base systems. As far as enrollment opportunities, E-R sees traditional and non-traditional students.

2. Howard Phelps - General Dynamics Information Technology (GDIT) is a business unit of General Dynamics (GD). GD has close to 190,000 employees worldwide and they build tanks, nuclear submarines, and tankers and gulf stream is part of GD. The GDIT business area is involved with training and education and located in Ft. Huachuca where they support the unmanned aircraft systems training battalion and the intelligence center and school. GDIT has been training in unmanned aircraft systems for 12 years and has trained more than 15,000 operators and maintainers. GDIT's focus is on army programs and they provide training on three main systems including the Grey Eagle System, the Northrop Hunter System and the Shadow. On the education side, GDIT does curriculum development and has developed unmanned aerial system (UAS) curriculum for one university and currently is working with three additional universities to help design their programs and expand their UAS curriculum.
3. Stephen Wilson - Northrop Grumman (NG) is a world wide company and there are a lot of different sectors/systems involved. In Sierra Vista, there is the Unmanned Integration Center where they do the mailing and supply for the Hunter System. One sector of NG makes the Global Hawk that was recently delivered and flies 60,000 feet and very fast. The Hunter is a medium altitude level system, about 23' in wing span and 16' long so it looks like a small Cessna. This system, being unmanned, is a system that requires 23 people on the ground to take care of it. The unmanned systems is stated because it is a system that makes it fly. A paper plane could be considered a drone. In Sierra Vista, there are more than 300 who are locally employed as air operators, mechanics and software engineers. NG employed 9 youth this past summer and one is currently working and two are on scholarships.
4. Matt Pobloske - Sensintel is in Tucson and was under another name before being sold to BAE Systems in 2009. In 2013, they became Sensintel. Sensintel is a manufacturer for remote sensing systems. On the UAS side, they enable people to understand things with sensors that are placed in an airborne environment, worldwide. They also put people in the field to train, operate, support and maintain. Sensintel employs 75 people abroad and 50 are in Tucson.

## **B. Where are you at with systems and programs and where are you going?**

1. Kelly Lawton - the sky is the limit. The defense market place currently is the primary driver. As the FAA and the government open up the national airspace system, commercial application is unlimited. E-R is positioning themselves for that. It will be graced in because our air space is a very complicated system. The air space is where commercial airliners operate. Each airport has different classifications for entering, exiting and flying over. It is a complex environment and Congress has mandated that the FAA look in to the integration of the national air space system which will open up the commercial market place. Agriculture use will be big because of the remote areas and it does not require a lot of altitude. Unmanned airliners will eventually exist. For example,

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when elevators were invented, there used to be a man in the elevators to help build public awareness and safety and eventually, the man went away.

2. Howard Phelps - their focus is on training and education and on the safety side, they are working with the FAA on how to go about the certification and licensing. There are some test centers doing this now. They are getting ready for a Center of Excellence to help determine which types of certifications and licenses will be required. Howard believes that on the commercial side, the first place we will see UAS will be in the transportation area such as DHL, FedEx and UPS. When you look at an aircraft that carries cargo, you will see between 2 and 4 people required to maintain and fly the aircraft. All those functions can be done remotely from someone on the ground which results in efficiencies in the transportation systems (i.e., lower fuel usage because the craft can fly higher, stripping aircraft equipment will allow the craft to fly faster and it will provide more cargo space). Ft. Huachuca-Sierra Vista has the second largest runway in the southwestern United States. It would be a great facility to take unmanned systems and bring in commerce and material and hub out of that because you can fly into Mexico. The industry has no limitations. Howard agrees that the first UAS will be used for agriculture. Kansas is using them and Florida is using them for pest abatement in the everglades. Canada and Alaska are using them to monitor pipelines and oil refinery areas. Unmanned systems have great potential. Unmanned vehicle systems (UVSI) is estimated to run in the \$80 to \$90 billion range and over \$130 billion dollars for industry including the manufacturing and services industries.
3. Stephen Wilson - the DOD is their largest customer. The Hunter System has been around since 1994 so it is the army's and DOD longest running, and Northrop believes it to be the most successful UAS that has been flying. They have integrated more than 50 different system sensors on the aircraft and some of the sensors have been developed by other companies. Even though it is a 20 year old aircraft, the sensors on it are the most advanced. They are looking at further upgrades and modifications to the air frame so it can go from a 10 to 12 hour mission time to above 30 hours. In the civilian market, that means that with different sensors, when you have a legacy system that has been proven, the Hunter is that - it flies faster, longer and soon to fly higher. If you put something like this with heat sensors, over a fire, you could observe for 20 hours, the wind shifts and detect and track firefighters. As costs come down and technology is up, they perceive it will be across the board. Mr. Wilson worked with the air space committee and there were a lot of concerns about the sensors flying over. They are very controlled and the safety is impeccable. An UAS is safe to fly across a city. They are no different than a helicopter flying over a home. It is a controlled environment. The Shadow is rail launched. The army has portable systems that are hand launched out of a backpack. Some day police officers might be able to use a portable system to respond to an amber alert or to search alleys and track someone down. Northrop needs mechanics and not always someone with a college degree. With their engine improvement, they have a design and need a fuel pump assembled so they are working with a Tucson machinist to help them assemble a fuel pump to put on their engine.
4. Matt Pobloske - in regards to the regulatory environment, the FAA has telegraphed to all of us that on the unmanned aircraft side, if they are going to manage that, the way that they do manned aircraft, they are going to regulate the airspace, which they already do -

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the parallels to that are very obvious. We are not an autonomist aircraft, we are a remotely piloted aircraft. It allows you to concentrate on piloting and make aircraft flow efficiently because you can concentrate that operation on a specific terrestrial location rather than in a cockpit. We have invested heavily in manned aviation training, piloted aircraft that carry everything from sensors to students. On the commercial side, the unmanned systems side, it is about two things in these remotely piloted aircrafts. It is about the communication link or communicating with it. The last thing is that it is about remote sensing. You must be able to troubleshoot and manage it from a single location.

**C. Are there any current skill gaps and what do you see for future workforce needs?**

1. Kelly Lawton - it should be a ground up initiative from Kindergarten and up. STEM is essential for this sector to grow and prosper in Tucson.
2. Howard Phelps – communications systems are a key part. A lot of foreign governments are a little ahead of the U.S. because they do not have some of the restrictions that we have. Mercedes Benz in Germany, tested two months ago, and in about one year they are going to start manufacturing unmanned fleets of ground transportation trucks. The truck has RFI tags that sense when something is close to it. There is a small Tucson business that is working with this technology and have linked vehicles together. Finding the people is there, it is sometimes a struggle getting the people to go where the manufacturing or work site is.
3. Stephen Wilson – current skills gaps are centered around the software engineers. We are actively looking for programmers, software and mechanical engineers, and skilled technicians. They showing students how to find vulnerabilities in the software they are using.
4. Matt Pobloske - the way he has seen Sensintel grow over the years is with technicians - highly skilled electronics, manufacturing, composite and air frame technicians and the traditional electrical or mechanical engineers have been critical to their success.

**D. What types of jobs will this industry create and what types of skills do people need to work in your industry?**

1. Kelly Lawton - we need to push mathematics and science.
2. Howard Phelps - currently the focus is on the DOD and government agencies. Those requirements because of security clearance and classification issues, lend themselves to having to be a U.S. citizen, so to hire foreign students can be a burden but it can be done. When you get into commercial things for states and government, you do not have those type of restrictions.
3. Stephen Wilson - Application engineering is critical to our success and air traffic controllers will need to be trained.
4. Matt Pobloske - it is hard to find good people. Every program and product has special needs and you always have to find the right people.

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**E. What can the WIB and Pima County do to help grow your organization and this industry in Southern Arizona?**

1. Matt Pobloske - The STEM focus coming from the high schools is important. Tucson has a rich research university system and Sensintel was a start up from the UA and employs 75 people right now. We need to network as a city, county and state to leverage employers like Raytheon. Relax tax burdens to help attract talent.
2. Stephen Wilson - STEM programs and support of the local military communities are key to the defense industry and what we are doing. Even the unmanned systems are closely tied to the intelligence school that operates and trains soldiers from all the armed forces (marines, army, air force).
3. Kelly Lawton - sending students to E-R campuses would be good and he thanked Pima County and Pima Community College. Looking forward to being part of the growth.
4. Howard Phelps – cooperation between industry and academia. We have been working with the Arizona Commerce Authority on ways to try and attract businesses in to Arizona that provides these kinds of things. The SAMP video was good and a lot of the industry requirements may not require college, but do require a highly skilled technical education. We talked about software and communications and one of the key things - especially when you go into design and operation, and understanding how to manage these things - is the gaming industry. The best unmanned system pilot that I have right now was never a pilot and she is a gamer beyond belief. She is atuned to the interaction between what you see on a screen and being able to interpret that as to what she sees on the screen and what that aircraft is doing in the air, by what she sees on the screen. For the gaming industry, that is exactly how they design games and what they do. Howard suggest that if PCC or UA is looking at a new major or minor, gaming design encompasses everything – software, design and integration all in one.

**X. Board Member Announcements/Call to Public**

- A. Ben Barela, Pima County, announced the 11/13 and 11/14/14 Arizona Transportation Builders Association (ATBA) 1<sup>st</sup> Annual “Construction Career Days” at the Tucson Rodeo Grounds. There are 650 students registered and representing 20 schools - one representing Superior, Arizona.
- B. Dorothy Kret, DKA Advocates, Inc. announced their new franchise business Pak Mail that opened in late July 2014, located near Ft. Lowell and Campbell. Will provide job training for clients with disabilities who will learn about the logistics sector including crating, packing and shipping.

**XI. Next Meeting:** Friday, November 14, 7:30 a.m., Pima Community College, Community Campus

**XII. Adjourn:** 9:09 a.m.

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