



**Pima County
Workforce Investment Board**

QUALITY JOBS. QUALIFIED WORKERS.

PIMA COUNTY WORKFORCE INVESTMENT BOARD (WIB)

Executive Committee

Wednesday, February 23, 2015, 2 p.m.

Kino Service Center, Conference Room 301
2797 E. Ajo Way, Tucson, AZ 85713

Meeting Minutes

Members Present

Paul Roughton, Chair Rose Capono
Peg Harmon Gregg Johnson
Vaughn E. Croft

Members Absent

Dorothy Kret
Hank Atha
Beverly Price

Guests and Pima County Staff

Charles Casey Anna M. Cunes
Dorothee Harmon

- I. **Call to Order:** 2:07 p.m., Paul Roughton, Chair
- II. **Action Item:** 01/28/15 Meeting Minutes approved. Rose Capono moved to approve, Peg Harmon seconded, and all were in favor.
- III. **Workforce Innovation and Opportunity Act (WIOA) Transition:** Charles Casey, Pima County Community Services, presented the recommendations for the continuation of services during the transition from the Workforce Investment Act (WIA) to the WIOA. The committee agreed to ask the WIB to approve a Resolution for Transition from the WIA to the WIAO at the 03/13/15 WIB monthly meeting. The committee reviewed the required WIOA board composition against the current WIA members and believes the current WIA board members may be able to fill the majority of the WIOA board composition requirements. The State will recommend someone for the Adult Education category because a WIB member will not be allowed to represent two categories under WIOA. The WIOA specific requirements *Section 107. Local Workforce Development Boards* were also provided. The U.S. Department of Labor Employment and Training Administration Advisory System *Training and Employment Guidance Letter (TEGL) No. 19-14* was provided and discussed.

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IV. Request for Proposals (RFPs): Charles Casey provided a draft WIOA RFP Schedule and explained the types of RFPs that will include workshops (Computer Fundamentals, Entrepreneurial, and Financial Literacy); on-the-job training with a contractor; transitional jobs; English as a second language; a One-Stop Operator procurement may need to happen; and training-related RFPs.

V. WIB Committee Updates

A. Executive – Peg Harmon reported that she attended a Cradle to Career meeting and wants to make sure that the WIB is formally integrated into that plan and how it is going to move forward. Peg believes their focus is on post secondary education. Gregg Johnson explained that Cradle to Career is an initiative to better prepare our young, youth and adults for careers. There is an executive committee or leadership council that will meet on a regular basis to hold things together. The circles are the areas where people and organizations can fit in to support specific initiatives (i.e., preschool). People will find a common initiative to share data and move the needle to improve that. Same with 3rd grade reading, 8th grade math, graduation, preparation for careers, and others will have various groups who will partner to improve what we are doing in those areas. The key is the willingness to share data and work together. The Cradle to Career initiative is more than just moving in to career training. The end result is when the student comes out of high school, they are college and career ready so whatever path they choose, they will be successful in either college or a career. Paul Roughton asked how does improving scores make them more interested in college or a career. Gregg Johnson said the over all initiative goes well beyond scores. The data shared may be related to scores or how the student performs in certain areas. If a student reads better in 3rd grade, performs at higher levels in math by 8th grade and graduate at higher rates, successfully, we potentially will have a better workforce. We are losing too many students along the way. Dorothee Harmon said in the Strive Network presentation, she saw a lot of emphasis on if there were more supports for families to prevent trauma that prevents brain development at the very earliest stages, we could be capturing a lot of talent that we are losing now. But the idea with our continuum is providing a warm transfer and a landing pad for a better feeding system. Gregg Johnson said Cincinnati has been working on the Strive Network for four years and their graduate rate has gone up from 72% to 86 or 88%. Gregg Johnson said their key to success was having the Greater Cincinnati area willingly working together. Peg Harmon said she believes there is one complication in Arizona and it is a disconnect with the Arizona State Department of Education. Peg Harmon said the WIB should keep this on the radar for workforce and Gregg Johnson also suggested that someone needs to represent the Pima County WIB or One-Stop on the Cradle to Career board. WIB members who attended the Cradle to Career included Lea Márquez-Peterson, Linda Arzoumanian, Gregg Johnson, Peg Harmon and Paul Roughton. Peg Harmon suggested that someone from the Cradle to Career should conduct a presentation on their concept at a WIB monthly meeting. Dorothee Harmon said the Youth on the Rise is a key place for the WIB's mission. Peg Harmon said the Mayor's Poverty Commission had a wrap up meeting on 02/20/15 and three items were identified as the 'go forward' items by the Mayor as to how his office will move forward with issues associated with poverty. The one that Peg Harmon believes should come back to the WIB is the one about workforce and the desire that the Mayor expressed to collaborate on workforce issues. The Mayor talked about how the best way out of poverty is having a job that pays, internships, and the connection between employers and people who are low income. As the Mayor spoke about internships, Peg

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Harmon wanted to invite Dorothée Harmon to today's meeting because of what the Pima County One-Stop offers, and the "Internships 101...A Business-Friendly Toolkit" distributed to the WIB at the 02/13 monthly meeting by Jim Mize, One-Stop Business Services Team, and if the Mayor is going to talk about getting businesses engaged in internships, they should be aware of the tools we already have in place. Paul Roughton said that Jim Mize did give the "Internships 101..." binder to the Mayor. Dorothée Harmon said the Mayor's Poverty Commission meeting was positive as far as bringing a closure to the Commission which was the Mayor convening the nonprofits to come up with these three recommendations. They came up with a three point platform and the first plank of the platform was jobs. The Mayor recognized the roll of the WIB to take up the mantle of leadership on the jobs issue which gives us an opportunity to reframe the point that it is not just a job but job retention and job advancement that really is the bridge out of poverty. This gives us an opportunity to tap into Pima County's willingness to champion this issue and really pick up the ball where the Commission brought it. Jim Mize had scheduled a meeting with the Mayor and Jim will be able to speak about the LeadLocal effort and "Internships 101..." model, but also we can talk about "Ending Poverty Now" and how the employer engagement part is about jobs, but it is really about engaging companies to partner with the Pima County One-Stop on ways to make bad jobs better and make jobs more of a way out of poverty, more than they are now. The second plank was the Cradle to Career piece about everyone needs to enter the working age, ready to work or attend college. The third plank is better access to resources for people experiencing poverty and the awareness, knowledge and navigation tools for services. A big effort for that focus is the community schools initiatives and Arizona Serves which has been an AmeriCorps and Vista grantee. They are a finalist for a grant that is close to \$1 million dollars that would partner with school districts to use either empty or operating schools to deliver services in neighborhoods and create interface in communities for accessing services. The Mayor's Commission commissioned a study from the University of Arizona and it revealed, among other things, that the sample households were not utilizing community services to help them in their circumstances. Gregg Johnson asked where the households are located that were included in the survey. Peg Harmon said they were targeted by high poverty areas. It was a random survey and targeted census tracts were used. Peg Harmon said it might be helpful to have someone from the University of Arizona to explain and speak about the survey. Charles Casey suggested that Paul Roughton should send a letter to the Mayor thanking him for his efforts with the Poverty Commission. Dorothée Harmon will assist Anna M. Cunes with composing the letter.

- B. Planning – Gregg Johnson reported that the 02/19/15 Planning Committee meeting included a Labor Market Information (LMI) presentation from Paul Shannon, Arizona Department of Administration (ADOA) and additional ADOA staff that included Pima County statistics. Updated forecast information will be provided when it is available. The average pay for jobs in our area is \$10.50. The higher paying jobs require very specific skills. Machinists are starting at \$13 per hour and it is still poverty level. Charles Casey said he believes the ADOA staff went the extra mile to address the WIB's sectors. Gregg Johnson said he would like to have the ADOA present at a WIB monthly meeting after the forecast is provided. Dorothée Harmon said there are a few things going on right now that lend themselves to the effort to build capacity to respond to sector needs. There is the \$2.5 million dollar TACT Grant that was awarded to Pima Community College (PCC) that is aimed at industrial technology occupations; a project funded by the Brown Foundation and it is a partnership with PCC and a group out of California to create a

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prototype for a skill signaling system. Dorothée Harmon is hoping it will be attached to the labor exchange information that is already collecting job leads from employers and it will get more granular information about specific skill or processes that are needed that could help drive educational change in a faster more efficient manner; and the University of Arizona Tech Park Arizona has a Planning Grant for border security technology where they have mapped supply chains. The last piece of the Planning Grant is a workforce needs survey that is specifically targeted on security and border technologies and surveying companies that were identified in the supply chain map. Gregg Johnson said when you look at the Arizona Commerce Authority (ACA) and their push for sector partnerships, we do not look at grant money, but for the businesses to support the partnerships. Gregg Johnson has discovered from the Bioscience Leadership Council of Southern Arizona (BLCSA) that their number one issue right now is market investment capital, risk capital. Dorothée Harmon suggested that the WIB should ask ACA for services from the Arizona Extension Partnership. ACA received funding last year and Southern Arizona has not received any part of it.

- C. Board Development – Paul Roughton reported that Mike Levine, Port of Tucson, is interested in joining the WIB. There are three current vacancies and the committee will fill the vacancies with WIOA requirements as needed.
- D. Performance and Accountability – Rose Capono reported that the “WIOA Core Program Partners” (BFF’s) will begin to attend Performance Committee meetings on 03/26/15 to help plan and prepare for the WIOA.
- E. Youth Council – Vaughn E. Croft reported that the 2015 Emerging Technologies Youth Career Expo will be on Wednesday, 05/06/15 and he has secured the guest speaker Misa Gonzales, Freshman English Teacher, Desert View High School. She was recognized at the White House and introduced the President at another event. The Goodwill Distribution Center may be the location and a site visit will be conducted on 02/26/15.

VI. 04/10/15 WIB Annual Board Retreat – Doubletree Hotel, Hilton Tucson East and Riverpark Inn, being considered. Paul Roughton suggested the Doubletree as the most central location. 7:30 a.m. Breakfast and 8 a.m. Meeting.

VII. 2015 WIB Meeting Dates, Locations, Agendas – Anna M. Cunes reported on the 03/13/15 meeting plans - Ramon Gaanderse, Executive Director, Arizona Transportation Builders Association (ATBA) is confirmed; need to contact AMIGOS President; waiting to hear back from Sundt Construction, Inc. and Kinder Morgan is not available. Gregg Johnson suggested Mike Verbout to represent the trades if others are not available.

VIII. Next Meeting: March 25, 2015 – Gregg Johnson said he will not be here.

IX. Adjourned: 3:16 p.m.

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