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## PIMA COUNTY WORKFORCE INVESTMENT BOARD

Friday, March 13, 2015, 7:30 a.m.

Pima Community College (PCC), Community Campus  
401 N. Bonita Avenue, Rooms A109-112, Tucson, AZ 85709

### MEETING MINUTES

#### **Members Present**

Sandra L. Abbey	Chris Kaselemis
Steve Banzhaf	Marji Morris
Jacob Bernal	Aric L. Meares
Clarence Boykins	Sharon Mikrut
Rose Capono	Arnold Palacios
Judy Clinco	Alan Storm
Vaughn E. Croft	Julia Strange
Deborah Embry	Gregg Johnson
Peggy Feenan	Carld Rosborough
Molly Gilbert	Paul Roughton
Liz Gulick	Doug Jones
Michael Guymon	Mike Verbout
Peg Harmon	Frank Watts, Jr.
Chris Hazen-Molina	Jim Zarling
Dorothy Kret	Lee D. Lambert
Ramon Serrato	

#### **Members Absent**

Linda Arzoumanian  
Hank Atha  
Duane Bock  
Wilette C. Diggs  
Bruce W. Grant  
Kari Hogan  
Kim Murray  
Jill Pearson  
Lea Marquez-Peterson  
Beverly Price  
Pamela Sutherland

#### **(25) Guests and Pima County Staff Present**

- I. **Call to Order** - Paul Roughton, Chair, Pima County Workforce Investment Board
- II. **Pledge of Allegiance** - All
- III. **Roll Call** – Sandra L. Abbey
- IV. **Pima County Staff Report** - Charles Casey, Pima County Community Services, Employment and Training, reported that Pima County gained 18,900 jobs in December 2014 compared to December 2013; the U.S. economy is likely to reach the Federal Reserve's full employment goal later this year at a target of 5.2% unemployment; personalities may change following long term unemployment and make people less agreeable, less conscientious and less open - and it is worse for men; the STEM Education Act of 2015 (HR 1020) strengthens ongoing science, technology,

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engineering, and math (STEM) education efforts at federal science agencies and ensures computer science is included in these efforts. The legislation directs the National Science Foundation (NSF) to continue to award competitive merit-reviewed grants to support informal STEM education which is work that takes place outside of the classroom to engage students in STEM subjects and fields; the Department of Labor will launch an Online Skills Academy; the Future Logging Careers Act (HR 1215), would allow 16- and 17-year-olds to be employed in logging operations that are owned and operated by their parents; state changes include JTED, Community Colleges, Universities, and it is recommended that the WIB ask for reports that show the impact of funding cuts on workforce preparation; there are 109 days to go for the Workforce Innovation and Opportunity Act (WIOA) and a Resolution is in today's meeting packets; it is recommended that the April 10 WIB retreat include the transition and transition timeline; some WIOA implementation dates were provided; the Pima County Summer Youth Employment Outreach began 01/23/15 and the application deadline is today, 03/13/15 and meeting attendees were reminded that for employers—it is never too late to Pledge a Job.

Gerri Brunson, Business Services Team, Pima County One-Stop, reported that the Arizona Commerce Authority (ACA) announced expansion and growth of three companies that include Sante - a network operator of after-hospitalization care properties, that selected Tucson for its first facility expansion in southern Arizona; LCMS Solutions - a company providing comprehensive toxicology and clinical diagnostics testing services to the medical community and will expand in Oro Valley; and GEICO - the second-largest private passenger auto insurance company in the U.S. will expand its Tucson regional operations. The Business Services Team will be tracking their needs and be in direct communication with TREO. There were two Rapid Response Events for February 2015 at Holmes Tuttle Ford and ASARCO. Pima Community College (PCC) has been very on board with issues related to the YouthCareer Connect. H1B - the Southern Arizona Career Technical Pathways grant is going well and will officially end in December 2015. One more plan is being written ending allocation of the funds in Pima County. IFA partner Vickie Simmons in Cochise County has also been active in developing plans. The grant was to train 200 and 296 people have been trained. When the final plans are written, the grant will have trained more than 300. The team is tracking participant promotions and wage increases for the quarterly report. Southern Arizona Manufacturing Partners (SAMP) program, the 2015 Intern Cohort update - 11 companies interviewed candidates on 03/12/15 and 13 student interns will be involved with this internship program. The work experience program is expected to begin 06/01/15. The 18 month, PCC Machine Tool Certification program to start and it will end 08/15.

Michael Guymon mentioned that in the next ACA report, it will be announced that Garmen acquired Tritonics in Tucson and they will be expanding their workforce by 120, near 22<sup>nd</sup> and Pantano.

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- V. WIB Chair Message** – Paul Roughton presented a Philabaum glass award to Liz Guilick, Interim President and CEO, Goodwill Industries of Southern Arizona. County Administrator 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. Paul Roughton introduced Ian Roark, Vice President of Business and Workforce Development, PCC. Ian Roark has 15 years of education experience, served as a secondary level music and social studies teacher, secondary assistant principal, K-12 central administrator, and community college dean. Ian holds a Bachelor of Music from Angelo State University, a Master of Education/Educational Leadership from the University of Texas of the Permian Basin (educator certifications in Social Studies, Music, English as a Second Language, Principal, and Superintendent), and a Doctor of Education in Educational Leadership from the University of Texas at San Antonio. Ian is excited to join PCC to help increase responsiveness to the education needs of businesses and industry. This is crucial for the economic development of the College and southern Arizona. His continuing focus is on developing and sustaining curricula, programs, and partnerships that will help students be successful in the 21st century economy.
- VI. Action Item** – February 13, 2015 Meeting Minutes approved. John Bernal motioned to approve, Mike Verbout seconded the motion, and all were in favor.
- VII. Action Item** – Approved Resolution for Transition from Workforce Investment Act (WIA) to Workforce Innovation and Opportunity Act (WIOA). Vaughn E. Croft motioned to approve, Dorothy Kret seconded the motion, and all were in favor. Sharon Mikrut asked if “persons with disabilities” can be added and Charles Casey replied yes.
- VIII. Infrastructure Industry Sector Panel** – Rose Capono, Southwest Gas, Moderator
- Ramon Gaanderse, Executive Director, Arizona Transportation Builders Association (ATBA)
  - Jim Zarling, Chief Executive Officer, Excel Mechanical, Inc.
  - Mike Verbout, Business Manager, International Brotherhood of Electrical Workers (IBEW), Local 570

Rose Capono explained that the WIB has defined six industry sectors and today's Infrastructure Industry Sector Panel will discuss issues related to their organization and the Infrastructure Sector which is one of the six target sectors defined by the WIB. Rose introduced the Panel members and read their biographies.

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

Jim Zarling said he is very active in the community and is a past president of the Boys & Girls Club of Tucson, and sits on the Centurion, Goodwill and Tucson Medical Center Foundation boards. He does have a desire to be a very active community member. Jim is the CEO of Excel Mechanical, Inc. and his son has taken over as President. Excel has been a heating and cooling contractor since 1986 and provides residential and commercial services. Customers have included the

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University of Arizona, the auto industry, Tucson Unified School District, and the medical and retail markets.

Mike Verbout said they do not represent employees at TEP but they represent electrical workers in the construction field. Arizona is not a strong union state but Local 570 has been growing over the years. The construction market has changed over the years and we used to do a lot of residential but not as much now; mostly commercial and industrial wiring in and around southern Arizona. Local 570 also represents a power generation facility near Wilcox, the Bureau of Indian Affairs and electricians and instrument technicians at ASARCO. They also represent government units from Ft. Huachuca where they fly aerostats that get radar information to help catch drug smugglers. Local 570's biggest groups are in Pima County. Local 570's largest providing area includes careers and work with employers to provide solid careers and they work mostly to keep the middle class going. Mike said the Local 570's apprenticeship and training program is a shining example of their labor management cooperation and success. They worked with Pima County One-Stop to get the precision machining program going. He believes we need a lot of apprenticeships to build careers, not just jobs. Apprenticeships offer training and on the job experience and there is an investment on the employer and employee and brings back a return. Construction is an important industry in southern Arizona. Karen King, Training Director, is very active in the schools and partnering with and recruiting junior high school students so they know what they need to get in a program. Local 570 is in the people business and partners with businesses to look forward and help build a middle class and professional base for southern Arizona.

Ramon Gaanderse said the ATBA has been in existence for 31 years. There are 100 member firms representing 10,000 jobs. Their main focus is in construction and related to transportation such as roads and waters for residential and commercial. The deal with the public sector in Pima County. The aging workforce has affected this industry and ATBA is working more closely with elementary schools and universities. ATBA is trying to cultivate relationships with the schools to make them aware of what ATBA does and positions available in the infrastructure and construction industry.

## **2. How is new technology impacting your organization/business?**

Jim Zarling said his younger workforce has helped in this area, making them creative and profitable. The technology is great. As the equipment and desire for renewable energy, we have had to develop diagnostic equipment to come in to play with the equipment that is available. It is no longer just a hands-on job in the field with tools, the employees need to be educated and know diagnostics. Cameras are used and a person must be able to operate them. CADD is used to create 3D drawings so the person needs to know and have CADD training and experience. The person who operated fabrication equipment used to for sheet metal, were called a seamstress. Now they still need to have that basic math but they need to be able to operate the machine that provides the layout. Clean room operations for safety,

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energy management systems are amazing, programmable thermostats to how you control and use your energy. A new technology product is Aeroseal and it has been on the market for 10 years on the residential side. It is sealing duct work from the inside out. California has passed a law that requires every A/C system must have less than 6% leakage. The national average is around 20 – 30% leakage. Aeroseal can bring the leakage down to 3% to 5%. It is an amazing product and Excel will be a commercial applicator. Another new technology is Cool Duct and Excel has become a manufacturer of this product. It is light weight and will not produce rust on evaporative coolers. Jim Zarling said construction is a career possibility. A young male employee started at Excel about 9 years ago right after high school and he is now making \$78,000 per year, running their plumbing and as a Vice President. He took some manufacturing training and attended some PCC classes.

Ramon Gaanderse said they deal a lot with their operators of backhoes and paving equipment and the new technologies affecting them. They are seeing skill gaps because the younger generation does not want to get into the field but the older generation struggles with new technology. They have to be trained to operate equipment that they have operated for years. Companies have problems with the older generations trying or not wanting to learn the new technology and several will quit or retire. ATBA is trying to work with the companies and schools to better educate the youth about construction careers. Safety is always a priority. ATBA members frequently say they need operators.

Mike Verbout said technology has been involved in all phases. 90% of the products that you receive on a construction project, is labor saving device or material. It is all about saving time and money and the technology that has come out, has been coming at us for a long time. They are not the same careers that started about 20 years ago. Where Local 570 has kept up and ahead of technology is with the apprenticeship, and on-the-job training is critical. Somethings that may have taken one year to build now takes 4 months. Local 570 starts with safety and moves on to step by step. Building automation and efficiency is a whole industry now which has changed apprenticeships. Mike Verbout said the instructor knows who is getting what and who is not, it is all done electronically. A foreman would have carried information in his head and wrote it down in a notebook. Now, everyone has a laptop, iPad or Tablet. The return on investment is training and is what is working and that is what this WIB does. Grants that come from the WIB for photovoltaic training have been invaluable. It is with the partnerships and employers that we are able to succeed.

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

Jim Zarling said they have workers, and because of the economy, they do have older aged employees who are not as strong as younger employees. Some youth need to be better educated and encouraged about the construction industry being a great career. Speaking clear and proper English is very important for safety issues. If someone gets hurt and they are not able to communicate an accident or injury to someone, it is a problem. Basic math is a requirement. Jim said a PCC advisory

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committee member is an English Instructor and asked if they need to push the issue of speaking proper and clear English.

Ramon Gaanderse said their largest skill gaps are with general interview basics. We want to be sure they are aware of the importance of safety and working around equipment. Plan reading has been an issue such as students being taught differently in school than what is really going on at the job sites. One area that has been very useful is with hiring military personnel and they are knowledgeable and disciplined. A Tucson construction company has had to recruit from North Dakota and hire someone from out of Tucson for the third year in a row. We have to hire from out of state when local youth do not have the skills needed.

Mike Verbout said he would like to change the perspective earlier in the school ages of youth. We need to start at an early age and tell them they must be able to read. Local 570 uses the Pima County One-Stop for the TABE assessments. For someone who is 22 years old, and if they are reading at an 8th grade level, their opportunities start to dwindle. If we invest in our youth, it will help.

#### **4. What is your organization/business doing to prepare for aging workforce?**

Jim Zarling believes that young people need to be educated and convinced about the good construction jobs. They pay for employees to go to school and if they do not pass the class/course, they will payroll deduct the school fees. Business owners need to be out in the community and support youth. Catalina High School has great program with about 100 students involved in a trades program.

Ramon Gaanderse said 700 students attended their first annual "Construction Career Days" in November 2014. They youth learned about what is available in the construction industry and there were several hands-on activities and heavy equipment demonstrations. ATBA is planning their 2<sup>nd</sup> annual "Construction Career Days" and their goal is to have 1,000 attendees and may open it to younger than junior and senior high students. ATBA will be opening up their membership to college students and maybe high schools to help bridge gaps. They want to cultivate a relationship with youth so they know of the great occupations in the construction field.

Mike Verbout said we need more work and we need to spread the opportunity for training. We mutually invest in the industry while mutually competing and we need to invest in the employee's careers.

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

Mike Verbout said the WIB and Pima County are doing a great job. We need to keep fighting for southern Arizona and support PCC. We have tremendous partners but employers need this base coming in at every single level. We support Literacy Connects because we recognize people need to learn to read to get jobs.

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Jim Zarling said Pima County needs to support business growth, PCC and their educational efforts. WIB needs to keep encouraging employers and getting the community involved. Jim appreciates the One-Stop internships.

Ramon Gaandarse said if there is anything that the ATBA can do to help anyone or a business, to please contact him. ATBA is here to help everyone.

#### **IX. Board Member Announcements/Call to Public**

Sylvia Davis, Consultant, Thirty-One Gifts, her business is going to benefit chronically ill children at Diamond Children's Center. It involves socks filled with crayons and coloring books. She explained that when one child is ill and in a hospital, everyone in the family is fighting the disease. Her organization is growing larger than expected. Please contact Sylvia if you are interested to learn about how this is helping, changing lives and how the community is getting involved.

Clayton Hamilton, Past WIB Chair, said he is still talking about what the WIB does and what the One-Stop System is about. It seems to him, that the WIB makes a mistake. Clayton left in June 2014 and said he has not heard anything. How does the WIB extend their appreciation and said the WIB should stay in touch with resources. He suggested that a monthly meeting notice be sent out. This would hugely improve the connection to the community.

Alan Storm talked about a handout in today's Meeting Packet. JTED is losing almost \$5 million dollars. Alan believes that the bottom line is that this is a direct attack on career technical education. It costs \$344.16 per student; every time a student takes a technical career class.

Dorothy Kret announced that 03/14/15 is Pi Day.

Donna Bakerx, Tucson Urban League (TUL), announced that TUL and Pima Community College will have an on-site career fair with academic advisors.

Mike Verbout said there are apprenticeship brochures and golf tournament flyers available. The 04/24/14 golf tournament proceeds go towards apprenticeship training.

**X. Next Meeting - Friday, April 10, 2015, 7:30 a.m. to Noon**

**XI. Adjourned: 9:10 a.m.**

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