



## **Planning Committee**

**Thursday, February 20, 2014 – 8:00 a.m.**

**University of Phoenix, Room 104  
300 South Craycroft Road, Tucson, AZ**

### **MEETING MINUTES**

#### **WIB Committee Members Present:**

Mike Guymon, TREO  
Clayton Hamilton, Outside Input LLC  
Gregg Johnson, Chair, University of Phoenix  
Beverly Price, HealthTrio, LLC  
Pamela K. Sutherland, Downtown Tucson Partnership

#### **Absent:**

Johnson Bia  
Duane Bock  
Suzanne Lawder  
Rita Martinez-Purson

#### **Pima County Staff Present:**

Charles Casey  
Anna M. Cunes  
Diane Luber  
Jim Mize  
Dorothee Harmon

- I. Call to Order – 8:08 a.m.**
- II. Approve Meeting Minutes from previous meeting –** Clayton motioned, Pam seconded, all approved.
- III. Workforce Investment Act (WIA) Update –** Charles Casey reported there are no changes from what was reported at the 02/14 WIB meeting.
- IV. Sector Strategy and Partnerships Presentation –**

Gregg Johnson mentioned that the Executive Committee saw this presentation “Sector Partnerships: What, Why, How” at their 04/25/13 meeting. The Planning Committee agreed to view the presentation and it will be emailed to WIB members.

  - A. Select Industry Sector and get the partnerships required to move forward.
  - B. Sector Partnerships address common needs of employers and generates coordinated solutions that benefit workers.
  - C. Sector Partnerships are operating in more than half of the states.
  - D. 2012 Arizona Sector Partnerships include La Paz and Mohave Counties, Yavapai County, and the City of Phoenix and Maricopa

County to name a few. Jim Mize mentioned that Pima County has been working with the Logistics Sector for four years.

- E. Sector Partnerships are being driven by the jobs that are available and the need for workforce. The demand-side will be very high for certain sectors as workforce begin retiring and who have good skills. Jim Mize mentioned that Pima County is working with 18 year olds who will help replace the retiring workforce.
- F. Sector Partnerships accomplish accurate training solutions and non-training solutions.
- G. Sector Partnerships will keep employees at a company.
- H. Industry Clusters
- I. Results from an Energy Efficiency Industry Partnership.
- J. What works well (and not so well):
  - Champion-driven (Representation-oriented)
  - Coalitions of the willing (The futile search for consensus)
  - Disciplined, replicable process (A mysterious, unique occurrence)
- K. Critical Elements: Engaged employees; a partnership of supports include workforce development, education, economic development, other stakeholders.
- L. Next Steps: Pick your industry, find the convener and just get started.

#### **V. Sector Strategy and Partnerships Discussion –**

- A. Things are moving in several areas. Gregg is working on workforce readiness and they like this strategy. TREO stated in their plan this year “work with the WIB on developing the strategy.” Thanks to Mike and Gregg’s work, we will be working together on this sector partnership.
- B. Last week, John Marcus, President, Human Resources, University Medical Center, said he is interested in this Sector Strategy and wants to see how UMC can make it happen in health care. Gregg will be meeting with John soon.
- C. Gregg is meeting with Mayor Rothschild today, who has expressed his interest as to where the WIB is headed with sector strategy. Gregg stated that the WIB needs conveners to lead the charge in the workforce strategy. Potential conveners include Dr. Lambort, Mayor Rothschild and John Marcus. All are very interested and one or all may be willing and able to help us.
- D. Michael Guymon mentioned that there has been some recent collaboration successes including hospitals that recently worked together on medicare expansion
- E. Dorothee Harmon mentioned a workforce initiative in behavioral health that has support from a health care grant that created a new certificate program for health care specialists. It is a good example of sector strategy. Courses being delivered in cohort and being held at the Kino Behavior Health Pavillion and other locations.
- F. Gregg said the WIB needs to select their industry sector. Gregg spoke to Eric Meers, who may be able to be the Bioscience champion. Jim Mize said several Bioscience companies such as Roche, Sanofi Aventis, Syncardia, and HTG Molecular, among others, would need to meet and agree. Accelerate Diagnostics has 60 employees and are close to being ready to manufacture their product. Charles Casey mentioned that many years ago, the WIB had a Bioscience member

representative and it was difficult for them to spend time on anything other than their company. Dorothee Harmon mentioned that some Bioscience companies aren't being faced with workforce needs yet, because they are new.

- G. Pam Sutherland said she's been working with some Bioscience companies and as they go through their R&D process, these small businesses' primary goal is to raise money to meet their needs.
- H. The WIB needs to educate the Bioscience companies to help get started. Dorothee Harmon said focusing on occupations within the sector is what works (i.e., machinists). Jim Mize mentioned that employees in the Bioscience Industry tend to possess multiple skills. So Az Manufacturing has broadened their scope.
- I. Charles Casey mentioned we are workforce, and Sector Strategy is broader and includes supply chains. We need to reach out as a group. The WIB needs to build on what the Health Industry is doing, they're already working as a sector.
- J. Dorothee Harmon suggested that the WIB members can help by continuing to network and open doors to improve retention levels of new hires placed by the Pima County One-Stop System. When WIB members are networking and opening doors, please keep Pima County staff informed and if there's a need to be briefed or provided with information prior to a meeting, Pima County staff are available to do that.
- K. Gregg Johnson, Pamela Sutherland, and Mike Guymon will report at the next meeting about the results of their contacts and exploring the possible Sector Partnerships with the Health and Bioscience companies.

**VI. Next Meeting:** March 20, 2014, 8:00 a.m., University of Phoenix

**VII. Adjournment** – 9:07 a.m.