



QUALITY JOBS. QUALIFIED WORKERS.

MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD (WIB)

Executive Committee

Thursday, June 28, 2018, 8:00 a.m.

Kino Service Center, 3rd Floor, Conference Room 301, 2797 E. Ajo Way, 85713

Meeting Minutes

Members Present

Paul Roughton
Aric L. Meares
Bruce W. Grant

Members Absent

Jaybee Nickelson
Dr. Vaughn E. Croft

Guests Present

Charles Casey
Arnold Palacios

Anna M. Cunes
Dr. Mark P. Vitale

- I. **Called to Order:** Paul Roughton, Chair, 8:01 a.m.
- II. **Action Item:** To approve 05/24/18 WIB Executive Committee Meeting Minutes. Aric L. Meares motioned to approve the Minutes; Bruce W. Grant seconded the motion; and all were in favor.
- III. **Action Item:** To approve a motion to elect the Vice-Chair who will also serve as the Performance and Accountability Committee Chair and whose term will be from 07/01/18 to 06/30/20. Aric L. Meares motioned to elect Dr. Mark P. Vitale; Bruce W. Grant seconded the motion; and all were in favor.
- IV. **Workforce Arizona Council (WAC) 2nd Annual Convening - Monday, June 11, 2018 Follow Up:** Charles Casey reported that there were 140 total attendees. Aric L. Meares asked how many employers were in attendance. Aric believes that the WIB should establish a good relationship with Dawn Grove, Chair, WAC, in order to help resolve some issues between Pima County and the state (i.e., the Arizona Job Connection (AJC) database and lack of ETP data).

Note: The Office of Economic Opportunity (OEO) confirmed that there were 40 employers or 30% who attended the Convening.

Aric L. Meares said that he would like to attend a couple of the WAC meetings and especially because he keeps hearing how good Pima County's workforce development system and the WIB are. Charles Casey said the next WAC meeting is 08/30/18, 1 to 3 p.m.

- V. ARIZONA@WORK Pima County One-Stop Staff Support Update:** Charles Casey reported that he is retiring and his last day will be Friday, 08/03/18. Charles introduced Arnold Palacios as the interim Director, pending approval from Chuck Huckelberry.

Charles Casey also reported that Dorothee Harmon's last day with the CSET will be on Friday, 06/29/18. She is moving to the Pima County Grants Management Department.

Rosemary Cora-Cruz will be retiring and her last day is Friday, 07/27/18.

VI. WIB Committee Reports

A. Planning – Bruce W. Grant reported that the Committee had a presentation from Thomas P. Miller and the employers who were surveyed seemed to be annoyed by the impact of the minimum wage increase. The Report will be in the 08/10/18 WIB meeting packets. Charles Casey said that if you speak to several mom and pop businesses, they will blame the higher minimum wage for closing.

B. Board Development

1. Paul Roughton reported that Bruce W. Grant is interested in serving as the Third Vice-Chair which also serves as the Board Development Committee Chair. The WIB By-laws state that the WIB Chair may appoint the Chair of any committee and the committee Chair's term will coincide with the term of the WIB Chair.

Notes about the Third Vice-Chair:

- ✓ May be from any of the representative groups;
 - ✓ Will be elected by a majority vote of the WIB membership in attendance on the date of the election; and
 - ✓ Will be elected in years ending in odd numbers.
2. Paul Roughton reported that Danielle Duarte is interested in serving as the Second Vice-Chair which also serves as the Planning Committee Chair.

Notes about the Second Vice-Chair:

- ✓ Must be a member of the private sector groups;
 - ✓ Will be elected by majority vote of the WIB membership in attendance on the date of the election; and
 - ✓ Will be elected in years ending in odd numbers.
3. Anna M. Cunes reported that the Committee did not meet in May and June 2008 and provided updates on the following vacancies:
 - a. Business Category; Infrastructure – Construction Industry Sector; Electrical Contractor. Doug Jones retired as of 01/01/17 and his Term Ends 09/30/19.

Anna will follow up with Robert Stark, Stark Electric and Cindy Flowers, Executive Director, Tucson Electrical Contractors Association.

- b. Business Category; Professional and Business Services-Business Management, Operations, and Support Industry Sector; Call Center/Business Services Center. Bev Price resigned 06/27/17 after involuntarily leaving Alorica and her Term is/was 05/16/17 to 09/30/20.

- c. Business Category; Professional and Business Services-Business Management, Operations, and Support Industry Sector. Sandra Abbey resigned 05/17 due to relocating to Phoenix and her Term is/was 12/12/17 to 09/30/20.

Steve Washburn, Contractor, All State Insurance and Member, Pima County Small Business Commission is submitting an application.

- d. Business Category; Logistics – Retail Industry Sector. Liz Gulick involuntary left WIB 09/30/17, per WAC Policy and her Term ended 09/30/17.

Lea Márquez Peterson recommended Laura Oldaker, Owner, By Your Side Senior Care (seniors home care and supplemental staff for assisted living communities with 40 employees) and Academy for Caregiving Excellence (state certified vocational trade school in the Health Care Industry) but she never responded to Jaybee Nickelson's email.

- e. Governmental, and Economic and Community Development (GECD) Category; Economic Development Subcategory. Lori Banzhaf resigned 03/07/18 after she accepted a position with a new employer in the Health Industry Sector and her Term is/was 10/01/17 to 09/30/20.

Michael Guymon, Vice President, Tucson Metro Chamber will replace Lori if approved.

- f. Education and Training Category; Educational Agency Subcategory. The Clerk of the Board lists Dr. Vaughn E. Croft as a Vacancy in this Category after he was moved to the Business Category and representing Human Learning Systems, Inc. who is the Contractor administering the Fred G. Acosta Job Corps Center.

Dr. Margaret Higgins, Executive Director, The Haven, will replace Vaughn but in GECD Category and Philanthropic Organization Subcategory.

- 4. Charles Casey reported that Michael Guymon is moving from Sun Corridor Inc. to the Tucson Metro Chamber and Michael has expressed that he would like to apply to serve on the WIB again.

C. Performance and Accountability – Aric L. Meares reported that Mark P. Vitale attended and the Committee continued the discussion about the ETP data that is in the AJC database and that it is not available for local areas. Kari Hogan said she has a software vendor who has software that is used in 26 states.

Aric has suggested to Mark that the next step should be in reference to the Accountability.

Charles Casey reported that contractors are placed on corrective action when they are not meeting performance.

D. Youth Council – Dr. Vaughn E. Croft was not present to report.

VII. Future WIB Meeting:

08/10/18 - Possible discussion topics may include “How to *drive* young people (and others) to career pathways that are in demand” and “How to engage employers to consider job seekers who are on the sidelines due to challenges.”

Aric L. Meares said Tucson is losing growing opportunities due to lack of workers so this would be a good time for this topic. There is also a lot of construction and remodeling projects scheduled in the N. 4th Avenue and in the downtown areas.

Charles Casey said that the Southern Arizona Home Builders Association (SAHBA), Arizona Construction Trades (ACT), and the Arizona Transportation Builders Association (ATBA) met with the Business Services Team to discuss the issues and concerns such as the Multi-Generational workforce and invited youth to speak to them. SAHBA was the only organization that was available but the group is working on how to convince youth that there are good careers in this industry. This group may or may not be ready to share and join a Panel for 08/10/18.

Paul Roughton said that the organizations and businesses should be attending career fairs at the schools for grades 9 to 12.

Paul Roughton believes the returning citizens may be easier to convince than the youth.

Charles Casey said that long-term, this industry needs to have a pipeline in place.

Arnold Palacios mentioned that this industry will benefit with assistance from Kathy Prather, Superintendent, Pima County Joint Technical Education District (JTED).

Aric L. Meares mentioned that the construction businesses need to be engaged and help to address these issues.

Charles Casey suggested that the WIB should have an Infrastructure-Construction Youth Panel and invite six or seven youth, ages 14 to 20, who may not be interested in the construction industry, to be on the Panel. And invite three industry organization representatives from SAHBA, ACT, and TUCA to ask each of the Youth Panel guests questions that may include:

1. How do we keep you engaged?
2. What interests you?
3. How do we communicate you?

Charles Casey said Occupation-focused Academies were planned and may be completed with Youth funds. The Academies may be set up for 20 hours per week and are intended to help youth to be exposed to the occupations.

Aric L. Meares suggested that six youth may be too many and some youth may need parent and/or school permission to attend the WIB meeting.

Note: Flowing Wells High School starts classes on Thursday, 08/09/18. Tanque Verde, Tucson Unified, and Sunnyside Unified School Districts start classes on Thursday, 08/02/18.

Mark P. Vitale suggested having the organization representatives be on the Panel so they may share what their needs are.

Arnold Palacios suggested that the youth may be recruited from a Career and Technical Education (CTE) program, Pima County JTED, and the Fred G. Acosta Job Corps Center, along with a youth who is not involved in any program.

The three organizations may not need to be asking the questions but they should be invited.

VIII. Next Meeting: August 23, 2018, 8:00 a.m.

IX. Adjourned: 8:59 a.m.