



QUALITY JOBS. QUALIFIED WORKERS.

Meeting of the Pima County Workforce Investment Board (WIB)

Executive Committee

Thursday, September 27, 2018, 8:30 a.m.

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

Meeting Minutes

Members Present

Aric L. Meares, Chair Dr. Vaughn E. Croft
Dr. Mark P. Vitale Danielle Duarte

Members Absent

Bruce W. Grant
Paul Roughton

Guests and Pima County Staff Present

Jim Mize, One-Stop Operator
Arnold Palacios Anna M. Cunes

- I. **Called to Order:** Aric L Meares, Chair, 8:34 a.m.
- II. **Action Item:** To approve 08/23/18 WIB Executive Committee Meeting Minutes. Dr. Vaughn E. Croft motioned to approve; Dr. Mark P. Vitale seconded the motion; and all were in favor.
- III. **ARIZONA@WORK Pima County One-Stop Administrative Staff Support Update**
 - A. Pima County Career Pathways Analysis and Resource Guide Request for Proposal (RFP) RFP-CSET-CPARG-2018-08 – Administrative Support Staff reported that the WIB RFP Committee is recommending Regina Serrana dba Pinnacle Workforce Strategies for the Contract Award and after Regina Serrano confirms that she has or has applied and created the proper, required D&B D-U-N-S® Number for her business and registered with the System for Award Management (SAM), the recommended Contract Award will be forwarded to the Pima County Board of Supervisors with a recommendation for approval.
 - B. Pima County Workforce Development Board “Recertification Request” for Program Year 2018-2019 due 10/19/18. Aric L. Meares will need to sign on or before 10/06/18 because of his out of town schedule. Administrative Support Staff will provide the final “Request” to the WIB.
 - C. Pima County Workforce Development Plan 2016-2020 “2-Year Plan Modifications” due to the WAC on or before 12/15/18. The Committee reviewed and discussed the “Plan Modifications” and agreed that there is a need to have the Pima County Pledge-A-Job program reinstated to help engage employers and to serve as an incentive for employers

to hire young adults. Administrative Support Staff will look into the possibility of getting the program reinstated.

- IV. Review Draft Pima County Workforce Development Board “Recertification Request” for the “Pima County Workforce Investment Board 2018–2019”:** The Committee reviewed the “Request.”
- V. Action Item:** The WIB Executive Committee recommended that Aric L. Meares, Chair, Pima County Workforce Investment Board (WIB), signs and submits the “Recertification Request” for the Pima County WIB, in coordination with Richard Elías, Chair, Pima County Board of Supervisor and Local Chief Elected Official (LCEO), and to give the WIB Executive Committee and Pima County Administrative Support Staff authority to make technical amendments based on feedback from the State and Key Stakeholders.

Dr. Mark P. Vitale motioned to approve; Dr. Vaughn E. Croft seconded the motion; and all were in favor.

- VI. Review Draft “Plan Modifications” for the ARIZONA@WORK Pima County One-Stop Workforce Development System “Workforce Development Plan 2016–2020” –** The Committee reviewed the “Plan Modifications” and Aric L. Meares suggested that all the Pima County School Districts and their Boards of Directors (BOD) and/or Board Chair and the 4Tucson organization should be added to the “Plan Modification” Public Notice notification list. Aric asked how to reach out to the Charter Schools and Arnold Palacios replied that there is a Charter School association that we can reach out to and obtain a list. Mark P. Vitale mentioned that he serves on the Cradle to Career Committee and they also have a good list of schools and/or district contacts because the schools and/or districts have members on the Cradle to Career Committee.

Mark explained that Cradle to Career is a partnership designed to better prepare more than 340,000 children and young adults in Pima County for success in school and life. Helping children enter school prepared. Helping improve high school graduation and college attainment. The Cradle to Career Partnership (C2C) is about setting higher expectations in order to improve educational and life outcomes for the over a quarter-million young people living in Pima County, Arizona.

- VII. Action Item:** The WIB Executive Committee recommends approval and adoption of the “Plan Modifications” for the ARIZONA@WORK Pima County One-Stop Workforce Development System “Workforce Development Plan 2016–2020” by the Pima County WIB and Board of Supervisors, and to give the WIB Executive Committee and Pima County Administrative Support Staff authority to make technical amendments based on feedback from the State and Key Stakeholders. The draft “Plan Modifications” may be seen at <https://webcms.pima.gov/cms/one.aspx?portalId=169&pageId=22593>. The Committee agreed to not approve the draft at this time and will consider the approval during their next WIB “Executive Committee” meeting.

VIII. ARIZONA@WORK Pima County One-Stop Operator Report: Jim Mize, SER-Jobs for Progress, Inc. reported the following from his 09/26/18 meeting with the One-Stop Partners:

- A. The One-Stop Partner meeting was held at Pima Community College, Community Campus. Several Partners were absent because of business and personal out-of-town travel but it was a good meeting and very informative.
- B. The Partners did not have an opportunity to discuss the topics for the 10/24/18 meeting nor decide on the location. The meeting will be 8 to 10:00 a.m. and as always, Partners are asked to provide topics that they would like to present or discuss.
- C. Pima County staff arrived at the end of the meeting for the WIB "All Partners" meeting that had been scheduled for the Partners to review and edit the draft Pima County Local Workforce Development Plan 2016-2020 "Plan Modifications" that was on the agenda and is due to the State on or before 12/15/18. The Public Comment Period is 10/01/18 to 10/31/18.
- D. The present Partners reported on the following:
 - 1. Dr. Vaughn E. Croft, Fred G. Acosta Job Corps, reported they are preparing standards for 11-12 TABE testing. This new test may now take more than 6 hours to administer and/or be completed by the tester. The previous TABE testing used to take 2 to 3 hours so there is a lot of concern among the agencies, including the One-Stop system, as to how this will affect participation from the clients. It was difficult enough to keep a client testing for the 2 to 3 hours.
 - 2. Dan Sullivan, Sullivan Jackson Employment Center, reported that they are competing for Eviction Prevention funds from the Arizona Department of Housing. This fund is approximately \$600,000 for Pima County.

Arnold Palacios added that the State funds recently became available and the State has initially reached out to Pima County and Maricopa County to receive the funding first. The program will be working with Legal Aide because of the 5-day eviction notice policy in Arizona and the need for legal services. Case Management is included in the program.

- 3. Adriana, Project Auyda, reported that their service delivery area has now expanded to Mohave County.
- 4. Julie Neff-Encinas, Pima County Adult Probation, reported on the 09/27/18 Second Chance Resource and Job Fair and invited all Partners to participate.
- 5. Ginny Seltenright, Pima Community College, reported that the Mechatronics and IET program would be in place this next semester. Several private sector companies including all of the Southern Arizona Manufacturing Partners (SAMP) companies participated in the development of this curriculum. This program is long overdue for industry but the Labor Union at Raytheon is not supporting program because of the

affects it will have on the structure of the occupations such as taking four occupations and combining them into one position/occupation.

6. Rose Grijalva, Tucson Indian Center, reported that they are finally at full staff.
- E. Jody Gardner, Banner University Family Care, presented information about the reallocation of services for the AHCCCS clients. Effective 10/01/18 more than 250,000 clients could be impacted by the reallocation of service providers. These affected clients whose plan has changed were notified by letter in June 2018 with a new health plan. In Maricopa County services are available through several different agencies and in Pima County there are three service providers. It is not clear how this will impact the employability of the clients, however the agencies are working with DES offices to assure proper training is conducted. The real take away is that prior to the change clients had to navigate two agencies, one for mental health and one for physical health. Now they only have to deal with one agency.
- F. Ashley Janicki, Opportunity Youth Change Network, United Way of Tucson and Southern Arizona, presented information about the Youth on the Rise program that focuses on youth ages 16 to 24 and who are not in school and are unemployed. Ashley reported that there are 21,055 youth in Pima County who currently meet these criteria.

While this is a new program it is already enrolling youth and 194 of the youth are enrolled in re-engagement services. Goodwill Industries helped to set up the re-engagement centers. A new mobile re-engagement center will be developed on a smart phone application that will be a great resource for young adults.

Jim Mize found one data point staggering: 16 to 24 year olds who are not in school and not working by race and ethnicity:

White	–	11.0%
Asian	–	13.5%
Two or more races	–	18.65%
Black	–	19.2%
Hispanic	–	19.6%
Native American	–	33.5%

Jim mentioned that Laurie Kierstead-Joseph, PCC, had suggested that Ashley Jenicke should present to the Partners, their program information for young adults ages 16 to 24 and who are out-of-school.

The Executive Committee discussed the importance of technology to reach the young adults and the Green Valley Lifestyle app that is soon to be up and running.

- G. Aaron Ball, Pathways to Prosperity, presented information about their Best First Jobs program. This program highlights the importance of all “first jobs” and how it can impact the rest of one’s career. Many of the soft skills or interactive skills are learned on the first job. This program is working with industry to create “Stackable Credentials” that can

be transferred to educational institutions as credits toward graduation. The initial focus of this program is in the Retail sector. This is where most youth get their “first job”.

IX. WIB Committee Reports

- A. Planning – Danielle Duarte reported that the Committee reviewed the Career Pathways RFP. Committee member discussed how the 09/14/18 WIB monthly meeting was successful and informative and volunteered to help work on inviting Panel Guests for the 10/12/18 WIB meeting. Michael Guymon is reaching out to GEICO, Citi, and Arizona Complete Health Care. Brad McCormick is reaching out to Afni, Inc.

Aric L. Meares and Dr. Mark P. Vitale suggested the Ascensus Call Center located at UA Tech Park and Dr. Mark P. Vitale also suggested Bayview Asset Management.

- B. Board Development – Bruce W. Grant reported that members are still seeking qualified applicants who can fill current vacancies within the WIB’s six defined and in-demand industry sectors.
- C. Performance and Accountability – Dr. Mark P. Vitale reported that the last meeting had good discussions and there are some service providers who are not meeting performance measures and some Partners who are not submitting their monthly data on or before the 15th of each month as agreed. The Committee is recommending to schedule a retreat for the service providers and Partners on 01/16/19.
- D. Youth Council – Dr. Vaughn E. Croft reported that there will be a leadership development opportunity offered to One-Stop and other youth and young adults during the 10/20/18 United Way of Tucson and Southern Arizona “Days of Caring 2018.”

The Council is also planning a second Justice Careers Youth Career Expo for 02/13/19 and it will be held at the Tucson Police Department Westside Substation and Forensics Laboratory again.

X. Future WIB Meetings:

- A. 10/12/18 – Pima Community College (PCC), Community Campus; **Topic:** Automation in Local Call Centers referred to as Business Contact Centers or Business Process Outsourcing (BPO)
- B. 11/08/18, Thursday – Pima County and others observe the Veterans’ Day Holiday on Monday, 11/12/18. To avoid a lack of quorum due to four-day weekend’ers, the meeting will be on this Thursday before the Holiday.

Location: Past locations have included Tucson Electric Power Company (TEP), Southwest Gas, and PCC, Community Campus.

Topic: Veterans and the continuation of the Automation series that is leading up to the 12/14/18 WIB Annual Appreciation meeting.

Panel: Will include automation in the discussion and/or questions.

Anna M. Cunes reported that David Balderrama, Business Outreach Program Coordinator, Kino Veterans' Workforce Center (KVWC), Pima County CSET, has offered to Facilitate and invite the following Partners who provide services at the KVWC:

1. Michael Arinello, U.S. HUD Homeless Veterans, VA Administration
2. Alex Rivera, Disabled Veterans Outreach Program
3. Joe Niznik, Local Veterans Employer Representative, VA Administration
4. Jess Grover, Veterans' Employment Relations, One-Stop Business Services Team liaison for Davis-Monthan Air Force Base Transition Assistance Program (TAP) and Capstone programs

C. 12/14/18 – Location: Hotel Tucson City Center
Topic: Layoff Aversion Study “Impact of Automation on Occupations in Pima County”
Presenter: George W. Hammond, Ph.D., Director and Research Professor, The University of Arizona Eller College of Management, Economic and Business Research Center

XI. Next Meeting: October 25, 2018, 8:30 a.m. Danielle Duarte said she won't be available.

XII. Adjourned: 9:36 a.m.