



QUALITY JOBS. QUALIFIED WORKERS.

Meeting of the Pima County Workforce Investment Board (WIB)

Executive Committee

Tuesday, November 27, 2018, 8:30 a.m.

Kino Service Center, 3rd Floor, Conference Room 323, 2797 E. Ajo Way, 85713

Meeting Minutes

Members Present

Aric L. Meares, Chair
Bruce W. Grant

Dr. Mark P. Vitale
Dr. Vaughn E. Croft

Members Absent

Danielle Duarte
Paul Roughton

Guests

Jim Mize
Arnold Palacios

Anna M. Cunes

- I. **Called to Order:** Aric L Meares, Chair, 8:40 a.m.
- II. **Action Item:** To review the 10/25/18 meeting summary and approve 09/27/18 WIB “Executive Committee” Meeting Minutes. The Committee reviewed the 10/25 meeting summary and Dr. Vaughn E. Croft motioned to approve the 09/27 Meeting Minutes; Dr. Mark P. Vitale seconded the motion; and all were in favor.
- III. **ARIZONA@WORK Pima County One-Stop Administrative Staff Support Update:**
Arnold Palacios provided the following updates:
 - A. Pima County Workforce Development Board “Recertification Request” for Program Year 2018-2019 due 10/19/18. The “Recertification Requests” were supposed to be on the WAC’s 11/29/18 meeting agenda for review and approval but during the most recent WAC Performance Excellence Committee meeting, it was decided that local areas needed more time for responses so now the “Recertification Requests” will be due in 02/19.
 - B. Pima County Workforce Development Plan 2016-2020 “2-Year Plan Modifications” due to the State on 12/15/18 and have been forwarded to the Pima County Board of Supervisors with recommendation for approval during their 12/04/18 Regular Meeting. A Summary of the revisions and required information is in today’s meeting packets.

Arnold Palacios mentioned that Pima County purchased the Golden Pins Lanes building and there is a chance that the One-Stop system might have a presence with the Title IB Adult program.

- C. Impacts of Automation on Pima County Employment – the Committee reviewed the 11/19/18 draft report that was provided by George Hammond, Ph.D., Director and Research Professor and Valorie Rice, Senior Business Information Specialist.

The estimates in this report suggest that there may be 154,458 jobs at risk of automation in Pima County during the next decade or so. That translates into 42.4% of all local jobs in 2017, slightly below the national share of 45.7%. Further, the results also suggest that job displacement is likely to be concentrated on low wage occupations requiring less educational attainment.

The occupations in Pima County what have the highest risk of automation include:

- food preparation and serving;
- farming, fishing, and forestry;
- sales;
- building and ground maintenance;
- production;
- office support; and
- transportation and material moving

At the other end of the spectrum, the following occupations have relatively low risks of automation:

- community and social services;
- management;
- architecture;
- education, training, and library;
- healthcare practitioners;
- computer and math;
- artists; and
- life, physical and social science

Industries with the highest probability of computerization include:

- leisure and hospitality;
- trade, transportation, and utilities; and
- construction

In contrast, the following occupations have relatively low risks of automation:

- education and health services;
- information; and
- government

Dr. Mark P. Vitale said it would be good to ask local employers at what point are the employers going to restructure the jobs to help fill the jobs, and how do you find the people that can't be found?

- IV. **ARIZONA@WORK Pima County One-Stop Operator Report:** Jim Mize, SER-Jobs for Progress, Inc. reported that he will be meeting with All Partners on 11/28/18 at the Pima County Adult Probation Department on E. Ajo Way.

V. WIB Committee Reports

- A. Performance and Accountability – Dr. Mark P. Vitale reported that the Committee met in November at the Pima Count SJEC. It was a good presentation and the rotating meetings are being scheduled to help the WIB Committee to become familiar.

The EventBrite invitation will be sent to the One-Stop service providers and Partners this week. The staff who actually generate the data for the reports will also be invited. The initial invitation is set for 100 guests. Visit AzInnovationConference.eventbrite.com to sign up – in a modernized browser.

The 01/16/18 Agenda has been drafted and the retreat will run from 7:30 a.m. to 12:30 p.m. The retreat will begin with a general session and then there will be three breakout areas that may offer information about data management, education, and improving or creating an integrated referral process utilizing technology.

The 12/19/18 Committee meeting is tentatively scheduled at the Tucson Indian Center and Vaughn asked about the parking. Anna M. Cunes will look into the parking to make sure there.

Mark also mentioned that he will be working on recruiting more WIB members to serve on the Performance Committee.

- B. Planning – Danielle Duarte was not present. Anna M. Cunes reported that the 11/15/18 meeting was cancelled due to lack of attendance.
- C. Board Development – Bruce W. Grant reported that the Committee did not meet in November 2018 due to lack of attendees.

The Committee decided that each WIB Committee should be seated at the same table for the 12/14/18 annual meeting.

- D. Aric L. Meares asked Anna M. Cunes to send the WIB Roster to the Committee Chairs to help with follow up and/or recruiting new Committee members.

Dr. Mark P. Vitale said the Moving Up articles might be a good resource for recruiting new WIB members.

- E. Youth Council – Dr. Vaughn E. Croft reported that the Youth Career Expo will be on Wednesday, 02/13/19. The Council is planning to reserve 120 spots for the youth/young adults who are interested in these occupations.

VI. Future WIB Meetings:

- A. **12/14/18, Friday – Topic:** Layoff Aversion Study “Impacts of Automation on Pima County Employment”

Presenter: George W. Hammond, Ph.D., Director and Research Professor
The university of Arizona Eller College of Management, Economic and Business Research Center

Arnold asked the Committee if there are any employers who should be invited.

Dr. Vaughn E. Croft suggested that the TuSimple employer should be invited which is a company based in China that is developing driverless commercial trucks. They opened an office in Tucson which will allow the company to test and demonstrate its vehicles in the city. Pending regulatory approval, the trucks will operate on a 120-mile stretch of highway between Tucson and Phoenix, and a 20-mile route between a Shanghai port and warehouses.

Vaughn also suggested that Wayne Lundberg should be invited. Note: Anna M. Cunes will invite all WIB meeting Panel Guests and Guest Speakers from 2016 to 2018.

Aric L. Meares suggested that Modular Mining Systems be invited. They assist with commissioning a mine; choosing a fleet management system; optimizing existing workforce, processes, or infrastructure; and they provide world-class training and consulting services to the best-run mines in the industry.

He also suggested Amazon because of the automation that is utilized. Their inventory is moved around with artificial intelligence based on demand of items.

Dr. Mark P. Vitale suggested that the Target Distribution Center should be invited.

B. 01/11/19, Friday – Topic: Social Intelligence (Soft Skills)

Dr. Mark P. Vitale suggested the J.W. Marriott and Aric L. Meares will contact them. Mark mentioned that the youth and disabled populations should be focused on due to the hiring issues.

Jim Mize suggested Safeway and Mark said he will contact them. Jim also suggested that an employee should be invited so they may share their personal experience.

Bruce W. Grant suggested Intelligent Design and he will contact them.

Aric L. Meares believes that ACE Hardware has good customer service but Mark said that not all locations do not have good customer service because they are individually owned.

The Committee would like to have an employer who will speak about “How they screen and train employers so they have such excellent customer service” and an employee to speak about “How they learned, what helps them learn, etc.?”

Dr. Vaughn E. Croft said that AGM Containers have excellent internal customer service.

C. 02/08/19, Friday – Topic: Creative Intelligence

D. 03/08/19, Friday – Topic: Skill Sets to be More in Demand - Entrepreneurship and Initiative Taking

VII. Next Meeting: January 8, 2019, 8:30 a.m.

VIII. Adjourned: 10:03 a.m.