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**MEETING OF THE
PIMA COUNTY WORKFORCE INVESTMENT BOARD (WIB)
Planning Committee**

Thursday, February 15, 2018 – 8:00 a.m.

University of Phoenix, Southern Arizona Campus, 300 S. Craycroft Road, 85711

Meeting Summary

Members Present

Bruce W. Grant, Chair
Molly Gilbert
Regina Suitt
Brad McCormick

Members Absent

Bev Price
Paul Roughton
Ian R. Roark
Liz Gulick
Susan Hyatt Dumon
Dr. Mark P. Vitale

Guests Present

Charles Casey Anna M. Cunes
Dorothee Harmon
Myke Berry, Director of Operations, Eii - Images Enterprises LLC
Ana Greif, Workforce Development, Pima Community College

- I. Called to Order:** 8:15 a.m., Bruce W. Grant, Chair
- II. Action Item:** To approve December 21, 2017 Meeting Minutes and review the January 18, 2018 Meeting Summary. Minutes not approved due to no quorum and Summary reviewed.
- III. Pima County Economic Development Plan**

Charles Casey explained that Section 3: Human Capital document that is in today's meeting packets and a handout with the entire outline of the Plan was routed among the Committee members and guests.

Regina Suitt said that she believes the bullet item under *Some strategies* should be revised. Regina will email the revised language to Anna M. Cunes who will forward the information to Charles Casey and Dorothee Harmon. For example, rather than saying "Upskilling under-employed workers on-ramp onto career pathways" Regina may suggest something like "engage people with secondary diplomas." Charles Casey also

mentioned to the Committee members that if anyone wants to provide a paragraph, that would be great. Charles Casey has informed the Pima County Administrative Staff that he was going to ask the WIB for their input.

The Committee also discussed the need for addressing individuals with barriers that include speaking English as a second language. And, does knowing a second language and being bilingual need to be part of a career pathway?

PCC, referred to the *Some strategies* statement: Showcasing employers that have training and tuition for entry level and beyond employees. Charles Casey confirmed that this could be done by any number of institutions designed by the employers.

IV. Pima County Career Pathways: Occupation Request

Myke Berry, Director of Operations, Eii – Images Enterprises LLC Career Training, said the application was not difficult to complete.

Dorothee reminded the meeting attendees that the process is for an organization to submit for approval of adding an Occupation and not for adding a training program.

Regina suggested that the Committee needs to review the information to see where the Occupation fits within the data that was already used to develop the Career Pathways Guidelines and the Target Occupations.

Myke confirmed that the Occupation being recommended does meet the \$34,000 median wage.

Their Landscape Management Training provides training for those who want to become an Irrigation Technician and learn Landscape Management that provides a year round career. Their Pest Control Training provides training for those who want to become state licensed as a Pest Control Technician and the program teaches the laws and requirements to safely use and store chemicals.

Myke explained that there are Commercial and Residential clients and the Residential side tends to be full time employment and the Commercial side is more part time employment due to the services that are provided when the businesses are closed because of their hours, holidays, etc.

Molly Gilbert asked how much the herbicide license cost and Myke replied \$2,900 and the pesticide license costs about \$3,495. They get a state license for the herbicide and pesticide and then the clients in the field look at an annual license that they can use anywhere in Arizona. Several Tucson clients work in Sierra Vista, Phoenix and other locations. Their licenses allow them to move around the state. They are required licenses because of the hazardous materials that are used. It is an excellent field and they can kill the bugs and the occupation is great for returning citizens. State licenses are received within 30 days and a person may earn \$16 to \$23 per hour to start. All companies provide their employees with vehicles so that is a plus. Truck driving is the only other higher paid occupation. Bugs are in site during the summer and winter – it's not just seasonal. Just as the landscapers, they always need clients and have clients year round. Recently/currently, there are 36 positions earning \$24.84 to start and they

are only spraying weeds. Those who spray herbicides do not need to deal with people such as the spraying that must be done on the road medians. The Commercial side pays well. After receiving an herbicide license a person may earn \$13 to \$16 per hour and it is about \$3 higher than Phoenix. The flexibility is a great benefit. The background checks don't limit a person and the lack of transportation isn't an issue because of the employer vehicles that are available. The construction sites can't even begin their work until after the herbicide spraying has been completed.

Regina asked where someone will go and how they would move up in a Career Pathway after obtaining the two licenses. Myke said they may move up to be supervisors and managers and some even create their own business. In the pest control occupations, a handful of supervisors who moved from pest control to management, have also stepped back down to pest control because of the higher pay in the pest control occupations.

Regina would like to know how many One-Stop clients have been interested and/or completed the training for Pest Control.

Myke Berry replied that they used to have 45 to 60 clients per year, before the Career Pathways Guidelines were developed.

Dorothee said the growth probably meets the criteria but she will review the data rather than ask the Committee to vote on the Occupations today and due to a lack of quorum.

Myke Berry said that just like an Arizona Driver's License, a person may go take their test to obtain their license.

For On-the-Job Training you have 90 days to obtain the license. The person works right along side some who has their license and goes home and studies the test in an effort to pass the test within the 90 days. Myke will provide the success rates and the employers are who track the persons. 98% success rate at Eii. A person gets 3 attempts within a certain time period. The tests are online. Individuals have an opportunity to start their own business and 23 people may spray under one license. Myke has been in the industry for more than 18 years and it is not a dream job but the income is high and something needed 365 days per year. You can get terminated one day and get hired the next. There is job security.

Brad McCormick asked how do people find out about this Occupation? Myke replied that landscaping has herbicides and pest control deals with homeowners. The returning citizens work better in the landscaping occupation if they have an offense that requires them to not be around people.

The Committee suggested that Dorothee Harmon review the application and information further and to make a recommendation for the next March 15, 2018 Planning Committee meeting in order for the Planning Committee to make a decision on amending the Target Occupations or not.

V. Next Meeting: March 15, 2018, 8 a.m., University of Phoenix

VI. Adjourned: 9:04 a.m.