



QUALITY JOBS. QUALIFIED WORKERS.

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

Thursday, March 15, 2018 – 8:00 a.m.

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

Meeting Minutes

Members Present

Bruce W. Grant, Chair
Ian R. Roark
Brad McCormick

Liz Gulick
Regina Suitt

Members Absent

Bev Price
Paul Roughton
Molly Gilbert

Dr. Mark P. Vitale
Susan Hyatt Dumon

Guests Present

Dorothee Harmon

Anna M. Cunes

- I. **Called to Order:** 8:11 a.m., Bruce W. Grant, Chair
- II. **Action Item:** To review February 15, 2018 Meeting Summary. The Committee reviewed the Meeting Summary.
- III. **Pima County Career Pathways:** Occupation Request

Dorothee Harmon reported the following in response to the Planning Committee's request for recommendation on this Occupation Request Proposal from Eii:

See attached copy of the Local Labor Market Data for this Occupation. According to this data, the average wages are above the threshold being targeted by WIB, and the number of projected openings are adequate barely – the minimum is 10 per year.

The main concern that the Program Managers have expressed with this Occupation being targeted is that the training is not necessary to get hired. This concern is supported by O*Net, which lists this as Job Zone 2 – Some Preparation needed, and 90% of workers do not have a post-secondary certificate.

According to Myke Berry, Eii, these are the numbers they trained from us in 2017:

Discussion and action can occur on any agenda item.

1. Pest Control – 18
2. Landscape Chemical Applicator – 19

35 out of 37 have passed receiving their license. One of the two who have not completed is about to start retesting next month.

The Pima County Participant Tracking System (PTS) data shows 25 Placements at an average wage of \$11.88 to start, out of the 41 trained during the past two years.

The 16 people who did not get jobs were all in Pest Control Technician Training or Landscape Environmental Spray Technician Training & License.

The 6 people who took Licensed Chemical Applicator Training all got jobs.

Regina Suitt said she believes that two (2) trainings per year would be sufficient to meet Eii and the current Occupation needs.

Dorothee mentioned that Myke Berry did meet with Dorothee at the One-Stop Kino Service Center with a Northwest Landscape supervisor and a One-Stop client. The supervisor confirmed that it is common for them to hire employees during the three months when they are able to work and without a license.

Dorothee also reviewed the O*Net descriptions for each of the Pest Control Workers and Pesticide Handlers and said that the Program Managers asked Workforce Development Specialists (WDS) for feedback.

The ARIZONA@WORK Pima County One-Stop WDS who were part of the review are recommending to not add the Requested Occupation because the positions can be filled without the formal training and without obtaining the license.

Note: Occupational licensing—the legal requirement that a credential be obtained in order to practice a profession—is a common labor market regulation that ostensibly exists to protect public health and safety. However, by limiting access to many occupations, licensing imposes substantial costs: consumers pay higher prices, economic opportunity is reduced for unlicensed workers, and even those who successfully obtain licenses must pay upfront costs and face limited geographic mobility. In addition, licensing often prescribes and constrains the ways in which work is structured, limiting innovation and economic growth.

Source: https://www.brookings.edu/research/how-occupational-licensing-matters-for-wages-and-careers/?utm_campaign=Brookings%20Brief&utm_source=hs_email&utm_medium=email&utm_content=61430174

Brad McCormick said that he believed that Myke Berry wasn't very clear about who his target client was as far as someone who already has a certification or an entry level candidate.

Brad McCormick reminded the Committee that the Occupation is needed in order for construction to begin at a site.

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Regina Suitt motioned to not add the Pest Control Workers, Pesticide Handlers/Applicator Occupation to the Target Occupations list; Liz Gulick seconded the motion; and all were in favor.

The Pima County Career Pathways Analysis and Resource Guide Analysis RFP did not receive any proposals. The Committee suggested that the RFP be released again so that Pima County CSET may seek one or more qualified vendor(s) to complete an analysis of education and training options in Pima County to support its Career Pathways Framework for workforce development. The Committee also suggested that WIB members be asked to help find one or more qualified vendors.

IV. Next Meeting: April 19, 2018, 8 a.m., at University of Phoenix and Ian R. Roark asked if the Committee may receive an update on the Pima County Economic Development Plan.

V. Adjourned: 8:24 a.m.

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