



QUALITY JOBS. QUALIFIED WORKERS.

MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD

Friday, March 9, 2018, 7:30 a.m.

Pima Community College, Community Campus
1st Floor Meeting Rooms A109-112, 401 N. Bonita Avenue, Tucson, AZ 85709

MEETING MINUTES

Members Present

Jacob Bernal
Mary K. Boegemann
Dr. Vaughn E. Croft
Mary Darling
Danielle Duarte
Molly Gilbert
Bruce W. Grant
Cristina Castro Harrington
Kari Hogan
Karen King
Dot Kret

Aric L. Meares
Marji Morris
Paul Roughton, Chair
Jay M. Slauter
Regina Suitt
Christopher Tafoya
Jorge Rivero
Fabian Sandez

Members Absent

Clarence Boykins
Wilette C. Diggs
Susan Hyatt Dumon
Ramon Serrato
Chris Hazen-Molina
Deron Johnson
Lee D. Lambert
Jan Leshner
Brad McCormick
Jaybee Nickelson

Alex Horvath
Lea Peterson Márquez
Dr. Alan L. Storm
Dr. Mark P. Vitale
Frank J. Watts, Jr.
Dustin Williams
Jim Zarling

(40) Guests Present

- I. **Called to Order:** 7:35 a.m., Paul Roughton, Chair, Pima County Workforce Investment Board (WIB)
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Cristina Castro Harrington, Trico Electric Cooperative, Inc.
- IV. **Welcome and Chair Message:** Paul Roughton, Chair, Pima County WIB announced that Kool Air Manufacturing, LLC received the 2017 Pima County Small Business Commission Small Business of the Year Award and congratulated Jim Zarling, Owner and WIB member.
- V. **Action Item:** To approve 02/09/18 Meeting Minutes Kari Hogan motioned to approve; Cristina Castro Harrington seconded the motion; and all were in favor.
- VI. **ARIZONA@WORK Pima County One-Stop Operator Report:** Jim Mize, SER-Jobs for Progress, Inc. reported that the Partners have run into a hold up for the creation of

the needed common database and/or referral system. The database would be used among the Partners in order to benefit clients and so the Partners know where clients have been and are going for services. Mary K. Boegemann set up a presentation conducted by Yuma and Partners participated. Mercedes Mendival, Yuma, was excited to help the Partners get started and provided a 159-page manual. A Pima County IT contact was needed for the Yuma IT person to communicate with and the Pima County IT determined that they will not be able to support the software data system because it does not meet the Pima County architecture. Several other counties have been able to integrate systems and do this. Kari Hogan, PPEP, Inc., said that their IT department was willing to review the 159-page manual and determine whether the PPEP, Inc. IT department will be able to integrate the databases or not. Ernie , SER, said that he may have funds to help support whatever services that the PPEP, Inc. IT department will be able to provide. Kari reported that she will provide an answer next week. PPEP, Inc. is also a partner with Yuma County.

Jim also reported that the Project 23 has been discussed with Charles Casey; Dan Sullivan, Program Manager, Pima County Sullivan Jackson Employment Center; and Arnold Palacios, Program Manager, Pima County Las Artes. The four met and discussed how to move forward with this project regarding the Arizona Healthcare Cost Containment System (AHCCCS). Pima County is waiting for guidelines from the Governor's office. Jim mentioned that Dan Sullivan did suggest that Pima County work with Cenpatico who works to improve lives. They are a national leader in care management and their programs are tailored to the unique needs of each community they serve.

VII. ARIZONA@WORK Pima County One-Stop Report: Charles Casey, Director, Pima County Community Services, Employment and Training (CSET) reported on the following:

- A. The Restoring Education and Learning Act, S 2423 – would reinstate eligibility for Pell grants for people incarcerated in federal and state prisons. Introduced Feb. 13, by Sen. Brian Schatz (D-Hawaii).
- B. Your input is requested....The U.S. Department of Agriculture Food and Nutrition Service put out a request for comment on a host of policy issues regarding Supplemental Nutrition Assistance Program (SNAP) work requirements, in order to inform a potentially forthcoming regulation. The administration's Fiscal Year 2019 budget proposal seeks to limit waivers of SNAP work requirements to counties with 10 percent unemployment. You may comment at www.regulations.gov using regulatory information number 0584-AE57.
- C. Summer Youth Employment Program applications available thru March 16, 2018.
- D. Saturday, March 10, 2018, 11:00 am - 3:00 pm at John F. Kennedy Park Fiesta Area, 3700 S. Mission Road. There will be welcoming remarks by Mayor Jonathan Rothschild and Chairman Richard Elías, Pima County Board Supervisor.

Program for YouthCareer Connect Interns

* Participate in outdoor interactive activities for families and children including guided nature walks.

- * Door Prizes drawn each hour, including Forest Service passes, tickets to the Arizona-Sonora Desert Museum and more.
 - * Free parking and shuttle available from Sunnyside High School.
 - * Get your picture taken with Smokey Bear.
- Celebrating National Forests Connection to Tucson Communities, Families, and Businesses

FREE • ALL AGES • FAMILY-FRIENDLY FUN • LIVE MUSIC • DANCING • FOOD TRUCKS

- E. The LOOP Completion Celebration. Join us March 17, 2018. Come celebrate the completion of the longest public recreation, multi-use path in the United States, offering 131 miles of trails linking 30 public parks and other facilities in Pima County. Fun and Fitness at two locations:

Kino Sports Complex – North
2817 E. Ajo Way • 10 a.m. - 3 p.m.

- Health Fair
 - Exercise Demonstrations
 - Health Walk
 - Dedication Ceremony
- Connecting Communities

Brandi Fenton Memorial Park
3482 E. River Rd. • 9 a.m. - 2 p.m.

- Wildlife & History Presentations
- Pima Animal Care Center Adoptions
- Pet Costume Contest
- Equestrian Demonstrations

- F. Lowe's Companies announced that it will support skill certification and pre-apprenticeship training for store and distribution center workers who want to move on from their jobs and enter the skilled trades. The Track to Trades is a pilot program that is expected to expand nationally and began on March 1. On Feb. 22, Lowe's announced the company will set aside up to \$2,500 per qualified employee to enter apprenticeships.

- G. WIB Duties under WIOA - WIB Manager update and NEGOTIATION OF LOCAL PERFORMANCE ACCOUNTABILITY MEASURES. --will reopen this Spring

- H. Jan. 2017 to Jan. 2018 from the BLS Monthly Establishment Payroll Survey:

Manufacturing	+2.1%
Aerospace Products	+5.1%
Construction	+6.6%
Retail	-1.6%
Health	+1.4%
Nat'l Resource/Mining	+6.3%
Transport, Warehouse and Utilities >	+4.6%

--Az Office of Employment and Population Statistics

- I. Pima County (preliminary) -- per Az Research Administration from the monthly BLS Household Survey:

	<u>Jan '18</u>	<u>Jan '17</u>
Unemployed	22,800	23,200
Unemp Rate	4.7%	4.9%
Employed	459,200	451,500
Labor Force	482,000	474,700

- J. Tariffs, or The Sky is Not Falling - One of the first pieces of American legislation was a Tariff Act. Remember, Tariffs were the U.S. government's main source of revenue before the invention of income taxes about a century ago. It is estimated that President Bush's Steel Tariffs cost about 200,000 American jobs in other industries.

Some possible impacts of tariffs and/or a Trade War - Some layoffs. Higher costs on things other than beer. May push inflation a bit and push up interest rates a bit. Employers taking a "wait and see" attitude before hiring.

- K. The Sky is not falling, but...it is a good time to remember WIOA's Rapid Response activity - Part of the Dislocated Worker Program. -- Section 134(a)(2)(A) of the Act -- 683.200 to 683.370 of the Regulations. See information in today's meeting packet for Rapid Response information that is in the WIOA Pima County Workforce Development Plan.

Rapid Response can:

- ✓ Provide employers with best practices regarding layoffs;
- ✓ Help affected employees get a job quickly; and
- ✓ Retrain workers for new/emerging occupations;
- ✓ Special activities such as research:

Study on impact of minimum wage increase should complete by end of June.
Study on impact of automation on local jobs is just beginning.

There is a meeting today at 2:30 p.m. at the KSC and Charles Casey invited anyone would be interested in attending. The group will discuss and over RR materials, and look at whether there will be a need for special intakes or other activities. Charles Casey asked Christopher Tafoya to please reach out to Susan, TAA, to see if anything has changed and if there is any information that should be considered, shared, and/or passed on during today's meeting.

Ears to the Ground - If you hear of a company that is planning to lay off some employees please contact the ARIZONA@WORK Pima County Rapid Response unit at 724-6738.

- L. Do Job Market Networks Help Recovery from Mass Layoffs? -- Federal Reserve Research by David Neumark, Judith K. Hellerstein, and Mark J. Kutzbach – Labor market networks are informal connections among neighbors, coworkers, family, and friends that help people find jobs through sharing information about job openings or applicants. Among relatively low-skilled workers who lost their jobs in mass layoffs,

those living in neighborhoods with stronger labor market connections among neighbors found new jobs more quickly, and the jobs paid more and lasted longer.

M. Do Regions Reap the Benefits of a STEM-Educated Workforce? -- Fran Stewart -- Upjohn Institute - Key insights from the research:

- Above-average STEM Knowledge, Skills and Abilities (KSAs) are associated with increased regional well-being, but not all value comes from college-degreed STEM occupations -- many technician and mechanical jobs are often overlooked in articles, research, and policy on the economic importance of STEM jobs.
- Efforts to help dislocated workers may be more effective if they explore the skills associated with previous occupations and try to match workers to occupations with similar skill needs. Helping workers make the case for cross-cutting skills to regional employers could be a more effective economic development strategy than investment in big leaps of unrelated retraining.

N. No Update - Arizona is requesting a waiver to impose additional requirements for AHCCCS recipients. Those ages 19 and 55 would have to work at least 20 hours a week. Work could include GED preparation, college classes, and community service for those leaving prison. Note that there are exceptions and many people on AHCCCS already work. Employers will need to hire those asked to work.

Charles Casey said that in regards to the Project 23 that Jim Mize reported on, Charles Casey was informally told that the administration who administers AHCCCS may have decided to try and assist on their own, the people who are receiving AHCCCS benefits, with getting back into the workforce rather than try to obtain assistance from the local areas.

VIII. ARIZONA@WORK Pima County One-Stop Workforce Development System

Partners and Performance: Aric L. Meares, Chair, WIB Performance and Accountability Committee reported on and provided the following information:

A. Aric L. Meares said that the Performance Measures do seem to prove that the clients who take advantage of multiple services and programs definitely do have better outcomes and placements.

The workforce activities being completed by Adults and Youth is what is being reported.

There have been an increase in some numbers. For example, Quarter 1 compared to Quarter 2 shows that the serving of clients is up and enrollments along with jobs. Aric asked if this means that the case loads are higher for the Workforce Development Specialists.

For the Youth Quarter 1 and Quarter 2, the numbers are fairly flat. Youth enrollment is flat pretty much across all of the service providers. There appears to be a steady rate of New Youth Enrolled.

Paul Stapleton-Smith asked what are the metrics of our market? If we are serving 12,000 people in this quarter what are there metrics on how many people should be served?

Dorothee Harmon, Program Manager, CSET, suggested that Paul and meeting attendees should refer to the Unemployment slide that Charles Casey presented.

How many people could we be serving affectively in Pima County?

Charles Casey confirmed that there are capacity constraints. Amber is the Director of the 26 Libraries throughout Pima County and a person may go to a Library and search for a job but we don't track those people. When Sue Denogean assists people at Libraries, those numbers are not tracked because we don't have the resources.

For someone who needs to obtain their GED, PCC is great resource and these people are tracked in the ARIZONA@WORK Pima County One-Stop system.

Paul Roughton announced that Aric L. Meares will be moving in to the Chair position as of 07/01/18 if the WIB approves and votes in favor of this, and a Chair for the Performance Committee will need to replace Aric as the Chair of the Performance Committee.

- IX. ARIZONA@WORK Employer Engagement and Performance Metrics:** Kelly Hart, Employer Engagement Administrator, Arizona Department of Economic Security, asked how many people in the room were employers. Kelly said she represents employers and who she works for and said that WIOA is also intended to help fill the employers' workforce needs. It is very important for employers to communicate and let local boards know what their needs are in regards to skills and training. Under WIOA, there are now required performance measures for employers.

The WAC will be including the following State Measures in the modified State Plan that is due in March 2018:

Work is being done to create a Client Management System so all counties may enter notes in AJC so one employer will not be contacted by multiple Business Services Team staff.

The current data for employers is messy so the WAC is working on helping local areas to enter better and consistent data so local areas and the WAC may report better measures.

Kelly said that she sits with the client services staff very often and sees a person leave looking and feeling happier than when they arrived because of all the great services that are offered.

Aric L. Meares said that his company uses staffing agencies to hire and asked Kelly if an employer would be able to look at data sources, could the employer look at the resources for a specialized talent?

Danielle Duarte, Nescoe Resource, said the information that her company tracks are the employers and basically what the WAC may be trying to do.

Kelly asked if anyone has information or data points that they would like to receive, to please contact her. The information that is being generated is being provided to employers.

Dorothee Harmon asked what is the time period for report. It was three years but Kelly does not know where the WAC is going with them now. The Federal measures are brand new and they are still trying to figure out the best data.

X. Call to the Public – Julie Neff-Encinas, Adult Probation, announced the Reentry Simulation scheduled for Friday, 03/23/18, 12:30 to 2:30 p.m., at the Abrams Public Health Center.

A. Fabian Sandez asked if another session will be scheduled and Tim Tucker replied that yes, a second session could be scheduled if there is enough interest and staff available.

B. Mary Darling said she is interested and not available for 03/23.

C. Tim Tucker suggested that anyone who is not interested but would be interested in an alternate date, to please contact Holly Lewis at HLewis@sc.pima.gov and let her know so Tim and Julie are aware of any need for future sessions..

D. Kelly Hart said she would love to receive feedback from the attendees.

E. Tim Tucker also announced that there is a session scheduled in Phoenix.

Danielle Duarte announced the Tucson Employers Outreach at TEP and RSVPs close today at noon.

Dot Kret announced that Pak Mail moved during the 2017 holidays to 2900 East Broadway and she sent post-card invitations so if anyone didn't receive one please get one for a chance to win from one of Pak Mail's neighbors which is the Arizona Lottery ticket office. If you visit Pak Mail with your post-card, you will receive one free Lottery ticket.

XI. Next Meeting: Friday, April 13, 2018, 7:30 a.m.

XII. Adjourned: 8:58 a.m.