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## MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD

Friday, June 8, 2018, 7:30 a.m.

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

### Meeting Minutes

#### **Members Present**

Paul Roughton, Chair	Alex Horvath
Bruce W. Grant	Dot Kret
Lea Marquez Peterson	Brad McCormick
Mary K. Boegemann	Aric L. Meares
Jacob Bernal	Marji Morris
Dr. Vaughn E. Croft	Jorge Rivero
Mary E. Darling	Ramon Serrato
Danielle Duarte	Jay M. Slauter
Molly Gilbert	Christopher Tafoya
Jan Leshner	Dr. Mark P. Vitale
Cristina Castro Harrington	Frank J. Watts, Jr.
Chris Hazen-Molina	Jim Zarling

#### **Members Absent**

Clarence Boykins	Regina Suitt
Wilette C. Diggs	Dustin Williams
Susan Hyatt Dumon	
Steven C. Freeman	
Kari Hogan	
Deron Johnson	
Karen King	
Lee D. Lambert	
Jaybee Nickelson	
Juan Padres	
Fabian Sandez	
Dr. Alan L. Storm	

#### **(43) Guests Present**

- I. **Call to Order:** Paul Roughton, Chair, Pima County WIB, 7:40 a.m.
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Lea Marquez Peterson, President/Chief Executive Officer, Tucson Hispanic Chamber of Commerce
- IV. **Welcome and Vice Chair Message:** Paul Roughton, Chair, Pima County WIB, announced that the 06/11/18 Workforce Arizona Council (WAC) Workforce Leaders Convening Agenda is in today's meeting packets.
- V. **Action Item:** To approve 04/13/18 Meeting Minutes and review 05/11/18 Meeting Summary. Brad McCormick motioned to approve the 04/13 meeting minutes; Jim Zarling seconded the motion; and all were in favor. The WIB members also reviewed the 05/11 meeting summary.

- VI. Action Item:** To elect a WIB Chair for the Term of 07/01/18 to 06/30/20. 23 WIB members voted for Aric L. Meares by ballot vote.
- VII. ARIZONA@WORK Pima County One-Stop Operator Report:** Jim Mize, SER-Jobs for Progress, Inc. reported that the Client Referral System is in progress and the Pima County Information Technology Department will be releasing a Request for Proposal (RFP) within a couple of months and the System should be in the works within the 2018-2019 fiscal year. Charles Casey mentioned that the RFP might be released during the Summer of 2018.
- VIII. ARIZONA@WORK Pima County One-Stop Report:** Charles Casey, Director, Pima County Community Services, Employment and Training (CSET) reported on the following:
- A. Pima County Unemployment and Employment for April 2018 and April 2017
  - B. Monthly Establishment Payroll Survey Employment by Industry from April 2017 to April 2018 - Retail showing continuing negative trends.
  - C. Brad McCormick, Director, Fred G. Acosta Job Corps. Center, reported that the enrollment number is a fairly average number for each month and presented April 2018 data.
  - D. Pima County Partners' Performance Numbers in meeting packet.
  - E. The Task Force on Apprenticeship Expansion approved its final report to President Trump.

The complete PowerPoint presentation may be viewed at

<http://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=25216&action=design>.

- IX. Arizona Career Readiness Credential:** Trevor Stokes, Workforce Program Manager, Arizona Office of Economic Opportunity presented information about the fundamental misalignment in Arizona between industry employment needs, the skillset of the available workforce and the training providers that are commissioned to close this gap.

At the governor's request, a team from across state agencies began working on a breakthrough project to tackle this issue—and to dramatically reduce unemployment in the process.

**Challenges:**

- Arizona's unemployment rate is relatively high
- Arizona's labor force participation rate is relatively low, particularly among the prime earning years
- Arizona employers report acute difficulties in finding and developing a qualified workforce
  - Express concerns about "hard skills" like math, reading, writing
  - Express concerns about "soft skills" like attitude and communication
  - Express concerns about how best to find qualified workers

Please contact [Anna.Cunes@pima.gov](mailto:Anna.Cunes@pima.gov) if you would like to receive the complete PowerPoint presentation.

**X. Automotive Industry Occupations and Career Pathways Panel** – Panel Guests took turns answering each of the following questions:

1. Please tell us the about your organization and workforce programs and the number of employees or students in your program(s).
2. Some employers have strategies that help them to recruit and retain employees that may include:
  - a. Reducing hours for mature workers who want to retire but will post-pone retirement if working less hours.
  - b. “Job Sharing” so 2 part time employees may fulfill the duties of the same 1 full time position.
  - c. Allowing employees to temporarily or permanently work part time rather than full time because of child or elder care issues.
  - d. Making adjustments to promote more talent in-house.
  - e. Job opportunities for “returning citizens.”

Does your organization use any of these strategies or do you have any strategies that you can share and that have helped you recruit or retain employees in this full time employment environment?

3. What are some of the training options or advice that you have to help individuals to prepare for careers in your industry?
4. In regards to the future and planning for customer growth and workforce needs, what should the WIB and ARIZONA@WORK Pima County One-Stop system focus on to assist your organization and/or programs with workforce issues that you are experiencing or foresee?

Some discussions occurred among the Chair, Panel Guests, the WIB members, and the meeting guests who included Community Representatives, One-Stop Partners, Pima County staff, Workforce Arizona Council (WAC) members, Arizona D.E.S. Reps, Pima Community College Reps, local employers and training providers.

**Facilitator:** Aric L. Meares

**Panel Guests included:**

1. Greg Wilson, Applied Technology Center of Excellence, Pima Community College
2. Aimee Parrish, M.Ed., Counselor, Pima County Joint Technical Education District (JTED)
3. Arthur Basurto, Retired Automotive Technology and Auto Body Collision Repair Instructor, Sunnyside High School

**XI. Call to the Public:** Aric L. Meares presented a WIB Award to Paul Roughton who has served as the WIB Chair from 07/01/14 to 06/30/18 and joined the WIB in 2010.

**XII. Next Meeting:** Friday, August 10, 2018, 7:30 a.m.

**XIII. Adjourned:** 9:02 a.m.