



QUALITY JOBS. QUALIFIED WORKERS.

MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD (WIB)

Friday, May 11, 2018, 7:30 a.m.

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

MEETING SUMMARY

Members Present

Jacob Bernal
Dr. Vaughn E. Croft
Susan Hyatt Dumon
Cristina Castro Harrington
Chris Hazen-Molina
Alex Horvath
Deron Johnson
Karen King
Dot Kret
Lee D. Lambert

Aric L. Meares, Vice Chair
Marji Morris
Juan Francisco Padrés
Lea Márquez Peterson
Jorge Rivero
Regina Suitt
Christopher Tafoya
Jim Zarling

Members Absent

Mary K. Boegemann
Clarence Boykins
Mary E. Darling
Wilette C. Diggs
Danielle Duarte
Steven C. Freeman
Molly Gilbert
Bruce W. Grant
Kari Hogan
Jan Leshner

Brad McCormick
Jaybee Nickelson
Paul Roughton, Chair
Fabian Sandez
Ramon Serrato
Jay M. Slauter
Dr. Alan L. Storm
Dr. Mark P. Vitale
Frank J. Watts, Jr.
Dustin Williams

(41) Guests

- I. Called to Order:** Aric L. Meares, Vice Chair, Pima County WIB, 7:38 a.m.
- II. The Pledge of Allegiance:** All
- III. Roll Call:** Chris Hazen-Molina, Owner/Executive Life Coach/Corporate Trainer/Consultant, Heartfelt Workforce
- IV. Welcome and Vice Chair Message:** Aric L. Meares, Vice Chair, Pima County WIB, welcomed everyone and asked Dr. Vaughn E. Croft to say a few words about the WIB Youth Council's 05/08/18 meeting that took place on the Sun Link Streetcar also known as the Tucson Modern Streetcar.

Dr. Vaughn E. Croft reported that the Youth Council received a Downtown Tucson and N. 4th Avenue economic update from Donovan Durband, Administrator, Park Tucson Division, Department of Transportation, City of Tucson. Members rode in the Streetcar while Mr. Durband provided a lot of real estate updates along the route from Cushing Street and Avenida del Convento to the Banner University Medical Center on North Campbell Avenue. Some properties are being renovated and/or purchased and will be used for housing including subsidized for elderly or regular or luxury living for students; retail; office; restaurants; and entertainment. One property plans to include a

bowling alley. Several of the new or existing properties are planning for multi-level buildings with a combination of housing, retail, office, and restaurants in the building.

V. Action Item: To approve 04/13/18 Meeting Minutes. Not approved due to no quorum.

VI. ARIZONA@WORK Pima County One-Stop Operator Report: Jim Mize, SER-Jobs for Progress, Inc. No report due to Mr. Mize being ill.

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

A. If you hear of a company that is planning to lay off some employees please contact the ARIZONA@WORK Pima County One-Stop Rapid Response unit at 520-724-6738.

B. A list of upcoming Job Seeker events are in today's meeting packet. Please contact the Business Services Team if you want to schedule an event.

C. The next WIB meeting will be on June 8, 2018 at 7:30 a.m. The topics will include the Arizona Career Readiness Credential and an Automotive Industry Panel.

Possible future discussion topics may include how to "drive" young people (and others) to career pathways that are in demand and how to engage employers to consider job seekers who are on the sidelines due to challenges.

D. The Workforce Arizona Council (WAC) is responsible for implementing the Governor's strategic vision for a robust and effective workforce system in the State of Arizona. The WAC has emailed to Arizona Local Workforce Development Boards, a "Save the date!" for a Workforce Boards "Convening" that is scheduled for Monday, June 11, 2018, 10 a.m. to 3 p.m. It will be at the Hotel Tucson City Center and official invitations will be sent soon.

E. The WIB is caught up on the required duties and continues to fulfill required duties under the Workforce Innovation and Opportunity Act (WIOA).

F. Laurie Kierstead-Joseph, Adult Basic Education for College & Career, Pima Community College, presented the following information as part of Charles Casey's "Partners' Monthly Report":

Student Data:

- 4,741 students served in first 3 quarters of FY17-18
- *66% of students are GED-seekers*
- *90% have skills below the 9th grade level*
- *71% are adults 25 years or older*

Tester Data:

- 524 GED® graduates in first 3 quarters of FY17-18
- *71% are youth (16-24 years old)*
- *PCC is the sole GED® testing site in Pima County*

ARIZONA@WORK Pima County One-Stop Workforce Development System report for Program Year 07/01/17 to 03/28/18: 5,660 Job Seekers (as reported by the Partners' Monthly Report).

G. March 2017 to March 2018 from the BLS Monthly Establishment Payroll Survey

Manufacturing	+1.3%
Aerospace Products	+5.1%
Construction	+6.5%
Retail	-0.7%
Health	+1.0%
Nat'l Resource/Mining	+6.3%
Transport, Warehouse and Utilities >	+6.5%

--Az Office of Employment and Population Statistics (preliminary)

H. Pima County from the monthly BLS Household Survey

	<u>March 2018</u>	<u>March 2017</u>
Unemployed	20,800	22,000
Unemp Rate	4.3%	4.6%
Employed	463,800	455,500
Labor Force	484,600	477,400

--per Az Research Administration (preliminary)

The complete PowerPoint presentation may be viewed at <https://webcms.pima.gov/cms/one.aspx?portalId=169&pageId=25216>.

VIII. Pima Community College Workforce Development Update and the Centers of Excellence: Ian R. Roark, Vice President of Workforce Development, Pima Community College presented the following information:

Pima Community College Overview for 2017:

- ✓ 41,976 Credit (Reportable FTSE Headcount)
- ✓ 2,907 Non-credit (Non-Reportable FTSE Headcount)
- ✓ 44,109 Total Headcount
- ✓ 6,057 Adult Basic Education included in Reportable FTSE Headcount
- ✓ 2,585 Associate Degrees
- ✓ 3,269 Certificates
- ✓ 52% female; 42% male; 6% unknown
- ✓ Average age: 27
- ✓ 67% part-time; 33% full-time
- ✓ 38% White, Non-Hispanic and 45% Hispanic/Latino
- ✓ 19% of courses were offered online only

Workforce Development Strategic Goals:



Goal 2.2	•Employment data for all graduates
Goal 2.5a	•Advisory committee reform & revitalization
Goal 2.5b	•Relevancy & performance of CTE/Workforce programs
Goal 2.5c	•Increase CTE/Workforce enrollment

Centers of Excellence include:

- Applied Technology; Downtown Campus
- Health Professions; West Campus
- Public Safety & Security; East Campus
- Information Technology; East Campus
- Hospitality, Culinary Arts & Travel; Desert Vista
- The Arts; West Campus

The Summits:

- Applied Technology; October 2017
- Health Professions; November 2017
- Public Safety & Security; November 2017
- Information Technology; February 2018
- The Arts; April 2018
- Hospitality, Culinary Arts & Travel; Fall 2018

Outcomes included:

- ✓ Widespread industry participation
- ✓ Community involvement
- ✓ Faculty, staff, and student input
- ✓ New ideas for programs
- ✓ Technical and “soft” skills
- ✓ SWOT

IX. Infrastructure – Utilities Industry Sector Panel

Deron Johnson, Human Resources Business Partner/Generalist, Southwest Gas Corporation was the facilitator for the Panel and he introduced the Panel Guests:

Dr. David Peltz, Program Manager, Staffing Development and Training, Pima County Regional Wastewater Reclamation Department

Brittney Schmidt, Engineering Supervisor, Southwest Gas Corporation

April Cobb, Human Resources Generalist, Trico Electric Cooperative, Inc.

Deron also asked each employer to answer each of the same questions as they applied to their organization.

1. Please tell us the about your organization: number of customers, service territory, and number of employees.

April - Trico Electric Cooperative, Inc., is a non-profit electric distribution cooperative serving more than 43,000 members in rural areas surrounding the City of Tucson including portions of Pima, Pinal and Santa Cruz counties. The majority of Trico's service territory is to the west of Tucson and spans approximately 66 miles east to west and 80 miles north to south, extending to the border with Mexico. Overall, Trico's service area encompasses 2,346 square miles.

Marji - UNS Energy is the Tucson, Arizona-based parent company of Tucson Electric Power (TEP) and UniSource Energy Services (UES). TEP serves more than 414,000 customers in and around Tucson, while UES provides natural gas and electric service to about 243,000 customers in northern and southern Arizona.

David – Pima County serves the greater Tucson area. There are 430 employees in the Pima County Wastewater Department. The primary role of local government is to provide for the health, safety and welfare of the public. Growing communities are able to provide jobs to successive generations and have greater resources for providing the key services of government, namely public safety, public infrastructure (roads, water, sewer) and education. Growing communities also are able to spread out the cost of government services more broadly, thereby potentially reducing the tax burden on individuals, businesses and properties.

Brittney - SW Gas has customers throughout the southwest and serves 2 million customers in southern Arizona, northern Arizona, southern Nevada and a small portion of southern California. There are 400 employees in Tucson and 2,300 in all the service territories.

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."
2. 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 avenues to prepare for careers in your industry?
4. Have you outsourced some functions because of difficulty in finding employees and has this worked?

X. Call to the Public: No announcements.

XI. Next Meeting: Friday, June 8, 2018, 7:30 a.m.

XII. Adjourned: 9:07 a.m.