



QUALITY JOBS. QUALIFIED WORKERS.

Meeting of the Pima County Workforce Investment Board (WIB)

Executive Committee

Thursday, June 27, 2019, 3 p.m.

Kino Service Center, 3rd Floor, Conference Room 323, 2797 E. Ajo Way, 85713

Meeting Minutes

Members Present

Aric L. Meares, Chair Dr. Vaughn E. Croft
Bruce W. Grant Dr. Mark P. Vitale

Members Absent

Danielle Duarte

Guests

Arnold Palacios Anna M. Cunes
Marcelino Flores

- I. **Call to Order:** Aric L. Meares, Chair, called the meeting to order at 3:07 p.m.
- II. **Action Item:** To approve 05/23/19 WIB “Executive Committee” Meeting Minutes. Bruce W. Grant motioned to approve with the corrected name of Natalya Brown on page 1; seconded the motion; and all were in favor.
- III. **Action Item:** To review and approve WIB Application(s) to be forwarded to the Pima County Board of Supervisors with Recommendation for Appointment to the WIB. Application not received.
- III. **Pima County Career Pathways Analysis Resource Guide:** Phase II – Arnold asked attendees how they may want to move forward with Phase II. Mark said that if the WIB wants to target youth, the Guide needs to be available for their use such as an application that is available on a cell phone.

Anna M. Cunes reported for Danielle Duarte that the Planning Committee may want to host a meeting with key stakeholders and share the Pima County WIB Career Pathways Phase I, obtain others’ input, needs, and uses. This might take place in Spring 2020 or late Fall 2019.

Arnold confirmed that Marcelino will be the Pima County contact for moving forward on the Guide and he will continue to work with the Pima County WIB “Planning Committee.”

In 2018, the Arizona Office of Economic Opportunity (“OEO”) generated updated labor market information. Marcelino has developed an alignment. The first WIB Career Pathways Guidelines stated the Median Average Wage at \$33,000 and the revised Guidelines now state “current Median Average Wage” in order to stay current.

Mark said the WIB needs to consider who is the audience so it is developed around the users. There will be an ongoing need for the information to be relevant and updated.

Arnold said the OEO will do the research and provide the data.

Aric said after the industry sectors are determined or updated, then the WIB may move forward.

Note: In 2016, the WIB developed a Career Pathways model to help focus on the types of training needed by businesses in the changing economy.

Note from Anna: The Pima County Workforce Development Plan Modifications 2016-2020 has the following statements:

This System is marketed to companies and industry sectors that offer occupations with career ladders, and to job seekers for whom the normal employer-job seeker marketplace may not work.

The ARIZONA@WORK System has created sector strategies identifying industries most critical to economic growth. It is a priority being addressed by the WIB because of the need to better align workforce, education, and economic development with industry needs.

The WIB's Planning Committee periodically reviews local data and economic development reports to determine which industries are critical to the growth of the local economy. It takes into consideration sectors emphasized by the Pima County Economic Development Plan, Update 2015-2018, Sun Corridor Inc., and the Arizona Commerce Authority.

A complete list of the following 2017-2019 Pima County Industry Employment Projections may be found at Laborstats.az.gov:

Source: Arizona Office of Economic Opportunity 2017-2019 Industry Projections

The Arizona Commerce Authority ("ACA") has developed a "Sector Strategy" approach for the statewide workforce development system. In Pima County, a number of sector initiatives have developed out of a synergistic approach that incorporates integrated cross-program strategies that meet the needs of specific populations and sub-populations as well as the workforce needs of employers in a sector at the regional level. A great example is the Southern Arizona Logistics Education Organization ("SALEO").

The Pima County WIB has an active history of supporting and convening sector partnerships that have spurred the development of career pathways within manufacturing, logistics and supply chain management, and healthcare. This work was guided by the Career Pathway definition under the WIOA, Section 3., Definition (7).

In August 2016, Pima County CSET Administrative Support Staff and Pima Community College staff determined 12 career pathways and the Electrical Apprenticeship and Electrical and Gas Utility Technician were removed.

As of 2017, there were 17 career pathways identified and Behavioral Health was removed. The rationale is that the career pathways include the following:

- ✓ Sector partnership providing leadership at some stage in pathway development;
- ✓ Public workforce system support providing financial and career planning support and outreach to target populations;
- ✓ Stackable credentials being developed or aligned to promote advancement and employment; and

- ✓ Linkage with secondary completion, whether through JTED, IBEST, or Health Profession Opportunities Grant (“HPOG”) college readiness.

In each one of these programs, local sector partnerships have provided leadership at some stage in the career pathway development.

This includes scenarios in which workforce development system educational and/or workforce Partners began working to develop, improve and articulate a career pathway, which then subsequently became the focus of a sector partnership which is now working to align it with industry needs.

Marcelino mentioned the Arizona Career Readiness Credential (ACRC) that recognizes skills gains and it opens the door so an employer will look at the individuals’ skills. The WIB “Performance and Accountability Committee” will need to oversee the *measurable skills gained* performance measure in the future.

The ACRC also created two-page Career Descriptions from the Occupations that are listed on the O*Net website at <https://www.onetonline.org/>.

The Executive Committee agrees that the Planning Committee should meet with the key stakeholders (Office of Economic Opportunity, Pima County Economic Development, Sun Corridor, Inc., and the local Chambers of Commerce) to obtain their input.

- V. ARIZONA@WORK Pima County One-Stop Administrative Support Staff Update:** Arnold reported that Marcelino is exploring a proposal for a YouthBuild grant and was attending that meeting instead of today’s Executive Committee meeting. Portable, Practical Educational Preparation (PPEP, Inc.) is not applying for the YouthBuild grant.
- VI. ARIZONA@WORK Pima County One-Stop Operator Report:** From Jim Mize, SER-Jobs for Progress, Inc.: Reminder about the 07/18/19 One-Stop Intake and Workforce Development Specialist (WDS) Staff Cross-Training & Professional Development session. During the Partners 06/26/19 meeting, they decided to change their meeting start time to 8:30 a.m.

During the 05/22/19 Partners’ meeting held at the Arizona Department of Economic Security, 22nd and Alvernon, Bonnie DeWeaver and Jerry Romero from the Tucson Indian Center, presented multi-cultural interviewing techniques. Laurie Kierstead-Joseph has scheduled Heather and Amelia from Moves the Needle on Empathy interviewing. The other two areas of critical thinking skills and motivational interviewing will be presented during the 06/26/19 meeting.

Dan Sullivan also provided an update on the HMIS and how the Partners may use it for the Client Referral System.
- VII. WIB Committee Reports**
 - A. Performance and Accountability
 - B. Planning
 - C. Board Development
 - D. Youth Council
- VIII. Future WIB Meeting:** 08/09/19, Friday, 8 a.m. – Topic: WIB Retreat
- IX. Next Meeting:** August 22, 2019, 8:30 a.m.
- X. Adjourned:** 4:35 p.m.