



QUALITY JOBS. QUALIFIED WORKERS.

**MEETING OF THE
PIMA COUNTY WORKFORCE INVESTMENT BOARD**

Friday, February 8, 2019, 7:30 a.m.

University of Phoenix, Southern Arizona Campus
1st Floor Meeting Rooms 116-120, 300 S. Craycroft Road, Tucson, AZ 85711

MEETING MINUTES

Members Present

Aric L. Meares, Chair
Mary K. Boegemann
Bruce W. Grant
Dr. Vaughn E. Croft
Jacob Bernal
Chris Hazen-Molina
Kari Hogan
Aric L. Meares
Lea Márquez Peterson
Dr. Mark P. Vitale
Dustin Williams
Danielle Duarte
Cristina Castro Harrington
Karen King

Dot Kret
Dr. David Doré
Brad McCormick
Jorge Rivero
Regina Suitt
Dr. Margaret Higgins
Steven Freeman
Ramon Serrato
Paul Stapleton-Smith

Members Absent

Jan Leshner
Clarence Boykins
James Zarling
Mary Darling
Susan Hyatt Dumon
Alex Horvath
Deron Johnson
Marji Morris
Paul Roughton
Kathy Prather
Christopher Tafoya
Frank J. Watts, Jr.

(35) Guests Present

- I. **Call to Order:** Aric L. Meares, Chair, Pima County Workforce Investment Board (WIB), called the meeting to order at 7:41 a.m.
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Chris Hazen Molina, Owner and Life Coach, Heartfelt Workforce

- IV. Welcome and Chair Message:** Aric L. Meares, Chair, Pima County WIB, welcomed guests and said that during the 12/14/18 WIB Annual Meeting, one of the messages that George Hammond delivered included the need for proper training would be required
- A. Aric reminded WIB members about the importance of serving on a WIB Committee and thanked members for their commitment to attend the WIB and Committee monthly meetings.
 - B. Aric also reminded WIB members to provide any status changes such as a new employer, job title, or address to Aric or Anna M. Cunes.
 - C. Dr. Mark P. Vitale reminded WIB members and guests that the WIB “Performance and Accountability Committee” is offering an Innovation Conference/Retreat at the University of Phoenix, 02/27/19, 8 a.m. to 12 p.m.
- V. Action Item:** To approve the 01/11/19 WIB monthly meeting minutes. Dr. Vaughn E. Croft motioned to approve; Kari Hogan seconded the motion; and all were in favor.
- VI. Creative Intelligence:** Aaron Eden is a Co-founder & Chief Operating Officer at Moves the Needle and a Co-founder of Startup Tucson.

For more than 20 years, Aaron has utilized his passion for innovation, entrepreneurship, and customer empathy to transform countless businesses by teaching them to adopt Lean Innovation, create new value for their customers, and generate hundreds of millions in new revenue.

As an Innovation Catalyst at Intuit, Aaron spearheaded a grassroots program that trained more than 2,500 employees and leaders in Lean Startup, Agile, and Design Thinking practices. He has worked with some of the world’s most innovative companies including American Family Insurance, General Electric, and ING and guided them to move faster, be bolder, and drive impact.

Aaron shared information about how Lean Innovation drives transformation and combines the creativity of design thinking, the rigor of Lean Startup, and the discipline of agile to empower large enterprises to discover and deliver new value.

Applying these principles throughout the enterprise helps mitigate the risk of producing products that no one may want, and allows the allocation of capital and resources to ideas that create value.

Businesses should realize their vision of growth, continuous innovation, and corporate responsibility for the 21st century by implementing the lean innovation methodology, which centers on three principles – Empathy, Experiments and Evidence.

Customer Empathy is very important. You must see what your customers are doing and go into homes if needed and possible, to ask and see any issues of concern or needs for improvement. Behavioral experiments must be done with customers.

VII. ARIZONA@WORK Pima County One-Stop Report: Arnold Palacios, Director, Pima County Community Services, Employment and Training (CSET)

Employment and Unemployment – Arizona

Employment and Unemployment – U.S. – Payrolls grew by 304,000 jobs in 01/19.

Unemployment in Pima County for December was 20,300 compared to 20,600 in November 2018.

Employment and Unemployment for Arizona Industries – The private sector lost a total of 1,900 nonfarm jobs in December 2018.

Median Weekly Earnings – \$993 per week for men; \$794/week for women.

Government Shutdown – lasted 35 days and the longest on record.

U.S. Automation Impacts and examples of high-risk occupations were provided along with the Skills that will be Key and likely to be more in demand.

Monthly Partner Report: Additional Optional Partner – TANF/ResCare

Jorge Rivero, Director, ResCare Workforce Services-Arizona, Inc. - contractor who administers the Arizona D.E.S. Temporary Assistance for Needy Families (TANF) program - presented information about the TANF program and services. TANF is a Pima County One-Stop required additional partner under WIOA.

WIB Duties required under WIOA - 2016-20120 Pima County “Plan Modifications” were due to D.E.S. 12/15/18 and the review committee provided their recommended revisions which are due 02/08/19.

The Business Services Team January 2019 Monthly Report is in today’s meeting packets.

Undercounting, operating free pantry, 15 families recently picked up resources. The possible shutdown again, AFL is working with Primavera Foundation and the United Way of Tucson and Southern Arizona. Pima Federation is working with AFGE, largest union, but they are concerned about how to reach out to the folks who are not organized and we can’t get job rosters for. How can we identify these folks through all of the agencies in Southern Arizona. We also have cash assistance.

VIII. ARIZONA@WORK Pima County One-Stop Operator Report: Jim Mize, SER-Jobs for Progress, Inc., One-Stop Operator Report included:

Jim said he appreciated Aaron’s presentation and asked if there is something or a way to get all the organizations together.

Jim asked Arnold if the median income is national and Arnold replied, yes. Jim added that he would like to see local data.

The Partners met on 01/23/19 at the Pima County Sullivan Jackson Employment Center (SJEC). Dan Sullivan, Program Manager, SJEC, presented the Homeless Management Information System (HMIS) that is utilized by SJEC staff and other Pima County organizations. The HMIS is a local information technology system used to collect client-level data and data on the provision of housing and services to homeless individuals and families and persons at risk of homelessness.

The presentation was well received and the Partners might be able to use this system if the licensing fees are approved. The Partners like the HMIS client referral system. User Agreements and Release forms have been provided to the Partners for review.

Arnold Palacios has scheduled a "Welcome Team" cross-training for services offered by One-Stop Partners and service providers. The staff training is tentatively scheduled for 03/14/19.

The next meeting would have been on 02/27/19 but the WIB "Performance and Accountability Committee" is hosting the Innovation + Opportunity Conference on this day. All One-Stop Partners and service providers are invited.

The Partners will be meeting on 02/27/19 after the Conference or on a date to be determined in March 2019.

Jim Mize and Arnold Palacios have been meeting weekly.

The Partners are still waiting for the client referral system RFP to be released.

- IX. Call to the Public:** Dr. David Doré, Pima Community College (PCC), announced that PCC expects to hear a final decision no later than the end of May 2019 whether Governor Ducey's proposal for funding PCC's Aviation Technology Center is approved by the legislature. The Aviation Technology center's student population will grow to serve about 250 students with the \$20 million dollar funding.

Dr. Dore also announced that he is attending the National Association of Workforce Boards "Forum 2019" from 03/23 to 03/26/19 in Washington, D.C. WIB members are encouraged to attend if possible and information has been emailed to WIB members. A flyer will be emailed to WIB members.

Uwe Hilgert, Ph.D., Associate Research Professor, Director of Industry Relations, Workforce Development & STEM Training, BIO5 Institute, The University of Arizona, announced the 02/12/19 BIO5 11th Annual Student Industry Networking event scheduled from 4 to 6 p.m. at the BIO5. He invited everyone to see what the event is about that helps students to learn about what it takes to enter the workforce. Faculty is present with flowing bacteria, hearts, or whatever they are working on and the laboratories are open.

Aric L. Meares congratulated Larry Lucero, Tucson Electric Power Company and Workforce Arizona Council member, who is the Greater Tucson Leadership 2018 Man of the Year. He will be honored on 02/09/19.

Julie Neff-Encinas, Probation Education Program Coordinator, Pima County Adult Probation and WIOA Title II Adult Education and Literacy Core Program Partner,

announced that her co-worker David Weber, College and Career Developer, recently needed to take a quick medical leave. Julie is looking to hire a full time Developer to replace David. The Developer will have County level benefits and work with Julie.

Vaughn E. Croft, Ed.D., Business Community Liaison, Human Learning Systems, Inc./Fred G. Acosta Job Corps, announced that there are 120 youth registered for the 02/13/19 "Justice System" Youth Career Expo and there is a waiting list. Linda Reyes, Tucson Youth Development, is handling the registrations and doing a great job. WIB members and guests are invited to attend.

X. Next Meeting: March 8, 2019, 7:30 a.m.

XI. Adjourned: 8:55 a.m.