



QUALITY JOBS. QUALIFIED WORKERS.

Meeting of the Pima County Workforce Investment Board

Friday, September 14, 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

Mark K. Boegemann	Dr. Vaughn E. Croft
Regina Suitt	Dr. David Doré
Kathy Prather	Bruce W. Grant
Paul Stapleton-Smith	Cristina Castro Harrington
Karin Hogan	Juan Francisco Padres
Fabian Sandez	Dustin Williams
Dr. David Dore	Steven C. Freeman
Danielle Duarte	Dr. Mark P. Vitale
Jorge Rivero	Michael Guymon
Ramon Serrato	Paul Roughton
Jay Slauter	Paul Stapleton-Smith
Michael Guymon	Marji Morris
Dr. Margaret Higgins	Aric L. Meares, Chair
Deron Johnson	Brad McCormick
Karen King	Dot Kret

Members Absent

Jacob Bernal
Clarence Boykins
Mary E. Darling
Wilette C. Diggs
Christopher Tafoya
Susan Hyatt Dumon

Molly Gilbert
Chris Hazen-Molina
Alex Horvath
Jan Leshner
Lea Marquez Peterson
Frank J. Watts, Jr.
Jim Zarling

(31) Guests and Pima County Staff Present

- I. **Called to Order:** Aric L. Meares, Chair, Pima County WIB, 7:40 a.m.
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Juan Francisco Padrés
- IV. **Welcome and Chair Message:** Aric L. Meares, Chair, Pima County WIB included:
 - A. Philabaum Award presented to Juan Francisco Padrés, Economic Development & International Trade Specialist, City of Tucson, City Manager's Office, who is representing an economic development entity. Juan's term is 04/03/18 to 09/30/21.

B. Welcome and congratulations to the three new WIB new members as of 09/04/18:

1. Dr. David Doré, Pima Community College
2. Dr. Margaret Higgins, The Haven
3. Michael Guymon, Tucson Metro Chamber

C. The 2018 Tucson Metro Chamber “Copper Cactus Awards” Finalists were announced and in the Tucson Electric Power Charitable Non-Profit Business Award Category – our own WIB member and One-Stop Service Provider – Tucson Youth Development, Inc. (TYD) – is one of the finalists.

Good luck to TYD and thank you, Jay Slauter, Director, TYD, for all your time and efforts to support the WIB and Youth Council. Jay’s term ends 09/30/18 and must involuntarily resign due to the Workforce Arizona Council (WAC) Revised Policy 01-2016 Workforce Innovation and Opportunity Act (WIOA) Local Governance.

V. **Action Item:** The Pima County WIB approved the 08/10/18 Meeting Minutes. Paul Roughton motioned to approve; Danielle Duarte seconded the motion; and all were in favor.

VI. **“What’s App?” How to Optimize Automation, Technology and Apps in Business:** Wayne Lundeberg, Lead Faculty, College of Information Systems and Technology, School of Business, University of Phoenix and Director of Product and Program Management, Cogent3D, Inc. dba CropTrak.

Mark P. Vitale introduced Wayne Lundeberg who earned his B.S. in Computer Information Systems from Arizona State University and an MBA from the University of Phoenix. After serving as an Engineer Officer in the U.S. Army Wayne worked as a computer systems engineer for more than ten years providing software and systems development services as a consultant for a variety of companies in the western United States. Upon leaving his consulting practice he was hired as the Chief Information Officer for Catalina Tool & Mold and later took over as CEO. After leaving CTM, Wayne went on to be the Chief Operating Officer and director of product development for Safety Dynamics in Tucson who has developed a multitude of sensors used by law enforcement agencies and militaries throughout the world. Wayne spent time as a contractor to Raytheon Missile Systems, implementing an enterprise wide Production Management system that used predictive analysis of the entire supply chain to mitigate production risks. Currently Wayne is the director of product development for a software firm specializing in data collection and analysis of agriculture data.

Wayne has been teaching with the University of Phoenix School of Business and the College of Information Systems and Technology for more than twenty years.

Wayne is a past President of the Arizona Plastics and Advanced Composite Materials Cluster and is very active in promoting high-tech organizations in Tucson. He has also served as the Vice President of the Southern Arizona Institute of Advanced Training and is a past member of the Pima County WIB.

Wayne enjoys several hobbies including motion video production and stage/parlor magic performance. Wayne is the official videographer for the Miss Arizona/Miss America Scholarship Organization and does creative video and animation work for area organizations.

Wayne's presentation included:

- ✓ Results from Interactive Menti Pole at www.menti.com;
- ✓ Apple iPhone Power!;
- ✓ Valuable information about what all the processing power does for us.
- ✓ Augmented Reality (AR);
- ✓ Blockchain – Cryptocurrency and Outside of Cryptocurrency, and in Agriculture;
- ✓ IOT means it's a device to communicate with remotely;
- ✓ Internet enabled refrigerators;
- ✓ Clogged computing means storage – used to be server farms and also referred to as Clouds.
- ✓ A new report predicts that by 2030, as many as 800 million jobs could be lost worldwide to automation;
- ✓ Technology will not be a purely destructive force;
- ✓ New jobs will be created; existing roles will be redefined; and workers will have the opportunity to switch careers;
- ✓ Only 5% of current occupations stand to be completely automated if today's cutting-edge technology is widely adopted;
- ✓ The effect of the personal computer in the US since 1980, finding that the invention led to the creation of 18.5 million new jobs, even when accounting for jobs lost; and
- ✓ New analysis says governments need to act now to help a labor force in flux.

Paul Stapleton-Smith asked what will we do with the workforce/people who will lose their jobs when it is said that 5% of jobs will be lost as a result of automation?

Wayne replied that we need to look at how we used to prepare retail workers and make sure there are programs in place in high schools to help prepare the future workforce. If we don't prepare the workforce, they won't be prepared. We need to repurpose how we train people for jobs. Knowledge of the worker is important. Education is done over internet devices so we need to capitalize on that. Take their gaming skills and teach any particular skill needed to sell more of the product.

We need to get technology into the hands of everyone to bridge the gap in case one person is not able to afford to obtain the technology.

Wayne is willing to help the WIB in any way he can. He spends some evenings talking with the people who are in the jobs in the grocery store and who are trying to figure out a way out of the job.

Wayne Lundeberg may be contacted at wayne@coagent3d.com, waltech@email.phoenix.edu, or 520-401-2079.

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

- A. Monthly Employment Report, Tucson Metropolitan Statistical Area Pima County
- B. Arizona Over-the-Month NonFarm Employment July 2018
- C. Reminder – If you know of an employer that is planning to lay off employees, please contact Rapid Response at 724-6738 or Patricia.Gastelum@pima.gov
- D. Pima County One-Stop Operator Report
 - 1. 08/22/18 – Partners’ Meeting at Fred G. Acosta Job Corp Center
 - 2. 08/23/18 – 08/22 Partners’ Meeting updates reported to WIB Executive Committee
 - 3. 09/27/18 – Second Chance Re-Entry Job & Resource Fair, 1 p.m., Tucson Convention Center
 - 4. Next Meeting: 09/26/18, 8 to 10 a.m., Pima Community College, Community Campus
- E. Pima County Performance Numbers in meeting packets
- F. ARIZONA@WORK Pima County One-Stop Monthly Report – provided by Mary K. Boegemann, Region IV Program Manager, Vocational Rehabilitation (VR) Services, Rehabilitation Services Administration, who represents the WIOA Title IV - Vocational Rehabilitation Services category on the WIB, presented information to the WIB and guests that included the following information:

Rehabilitation Services Administration

What makes Vocational Rehabilitation (VR) different from other mandated partner programs?

Eligibility based on meeting all of the following:

- You have a physical or mental impairment;
- Your physical or mental impairment constitutes or results in a substantial impediment to employment;
- You require VR services in order to prepare for, secure, retain, or regain employment; and
- You can benefit from the provision of VR services in terms of achieving an employment outcome.

Monthly VR Metrics—Comparison Summary SFY 2017-2018

Monthly Aggregate	SFY 2017	SFY 2018
# of Clients Found Eligible	6,047	6,809
# of Plans Written	5,174	4,978
# of Clients on Wait List (2009—2015)	2,773	1,594
# of Job Placements	1,868	1,872
Average Days from Application to Eligibility (60)	37.9	37.5
Average Days from Eligibility to IPE (90)	101.8	73.4
Average Days to Obtain Employment	764.5	762.8
Average Hourly Wage of Clients Closed with Job	\$11.82	\$12.59
% of Clients Retaining Employment 90+ Days	78.3%	79.8%

VR Services

- Training and education services are provided by VR only if they are needed to overcome employment related barriers and are the only way to achieve the client’s employment outcome.
- Assistive technology is provided to assist the client in overcoming the disability related barriers to employment.
- Some services are based on economic need.
- Comparable benefits are used first when appropriate.

Mary also reported that the largest minority in the U.S. are those with disabilities and there are currently 15% of the world’s population who have some form a disability, according to the World Health Organization.

Part of the increase is a result of the current drug epidemic. For example, the drug problem in Virginia has resulted in 30% of babies being born with a disability.

VR services refers all clients to the ARIZONA@WORK One-Stop locations before providing services.

- G. Request for Proposal Layoff Aversion Study “Impacts of minimum wage increase on Pima County”
- H. Daphanie Conner, Program Manager, ARIZONA@WORK Pima County One-Stop Youth Employment Center provided the following 2018 Summer Youth Employment Program and Activities report:

1. More than 3,000 youth submitted online or paper applications.
2. More than 2,000 were qualified to apply for employment.
3. 70% in private sector jobs.
4. 30% in government offices.

Dustin Williams would like to see the total number of youth who attended Summer School and the total number of students who were employed.

The Summer Employment Work Experience and Basic Education are selected through a competitive RFP process. More than 1,300 youth were served during the 2018 Summer.

The Economic Impact \$2,190, 615 back into Pima County’s economy. Helping to purchase school clothes, a vehicle, or to help pay bills. Several help purchase clothing for their siblings also.

Demographics – gender can be provided but it isn’t in the slide. Dustin Williams would like to know the gender demographics.

End of May through End of July. Some are 4 weeks and some youth are fortunate and work the entire 7 weeks. Again, basic education or work experience. Case Managers visit work sites to make sure employers are abiding by child labor laws.

The DOT is one work location. They fund the program but the YEC provides the youth and processes the paperwork. Males and females seem to enjoy this work experience.

The Pima County Regional Wastewater Reclamation Department also funds the program and relies on the Youth Employment Center to handle the hiring process.

Both programs have been successful and youth have never quit. The Courts Are Us program was founded in 1992 by Judge Fenton and Art Eckstrom.

Youth are placed in several areas of the Superior Court, Justice Courts, and City of Tucson Municipal Court.

It is an eye opening experience

Vaughn mentioned that it was inspired after the Rodney King incident. The program ends with a Mock Trial that each youth place a part in. The Pima County BOS participate in the end of the Graduation Ceremony.

Marji Morris asked if there is any follow up to help the youth with their career pathways. Daphanie replied that the participants are guided to participants and they are encouraged to stay in contact with the Y E Center.

List of employers who participated and list of employers who wanted to hire their youth permanently.

Danielle Duarte asked how 2,200 were eligible but 1,300 were only employed or placed. Daphanie replied that more employers are needed

The use of GF that is provided by the Pima County BOS is what has helped this program to continue and

Arnold suggested to the WIB that the Pima County Pledge-A-Job program should be resercted to help increase the number of employers.

Kathy Prather mentioned that JTED has met with the administrators of this program to help identify students who might be in JTED construction and could be matched with a company who needs the worker.

Danielle Duarte asked how much an employer would need to commit and Arnold replied about \$1,500 per youth.

Local Workforce Development Plan 2016-2020 has required modifications that are due on 12/15/18. WIB Committees will be seeing information during the month of September.

Save the Date! Annual WIB Annual Meeting will feature the Layoff Aversion Study "Impacts of automation on Pima County employment."

Jay Slauter's last day with the WIB will be 09/30/18. Jay confirmed that TYD will stay involved with the Youth Council.

VIII. Call to the Public announcements included:

Kari Hogan, PPEP, Inc., announced the 1st Breakfast. A table for ten (10) WIB members has been reserved complimentary for WIB members.

Ian R. Roark, Workforce Development, grant menu page. Earn and Learn application. DOL \$150 million of funding for 150 projects apprenticeship model in the US. 06/17 announcement about industry recognized to register the apprenticeship model. A consortium of those. PCC is part of in by the consortium and it was formed two years ago. Lining our curriculum across the state of Arizona. This is the first time that community colleges have done this. National Institute they are working forward. We have merged the two efforts.

Anna M. Cunes will email the website and information

3,000 to 5,000 across five colleges during 4 years. Advanced Manufacturing Industry Sector. Not occupational specific.

Danielle Duarte, Tucson Employer Outreach Meeting, Salvation Army, Hospitality, 10 to 11 a.m. tour and lunch. All employers and community organizations are invited.

If you were nominating SHRM – applications are due today at 5 p.m.

Marji Morris, TEP, met with board members last week from Emerge! And they have several job openings. 12 to 15, high paying positions. Bilingual skills are needed and one of the positions is for a hot line positions to dispatch driers to pick up people who may be in life threatening positions.

Michael Guymon announced that he is VP at the Tucson Metro Chamber and in this morning's paper they announced that Tucson is one of the few communities that is more affectively connecting Veteran's to the Aviation industry thanks to PCC and Pima County and their assistance with this effort. They want more job seekers to register online. 10/23/18 hiring event. The magic of the website for the employers and job seekers will be prematched through this technology platform. Offers should be made at the 10/23 event at PCC. Tucson Metro Chamber assisting Veterans helping job seekrs to be placed in the workforce. Aerospace and Defense Industry Sector.

Laurie Kierstead-JoJoseph announced the IBEST flyer and asked that people contact her.

Aric L. Meares presented the Philabaum Award to Steven C. Freeman.

Next Meeting: October 12, 2018, 7:30 a.m.

Adjourned: 9:07 a.m.