



QUALITY JOBS. QUALIFIED WORKERS.

Meeting of the Pima County Workforce Investment Board

Friday, September 13, 2019, 7:30 a.m.

Pima Community College 29th Street Coalition Center
Aurora Room, 4355 E. Calle Aurora, Tucson, AZ 85709

Meeting Summary

Members Present

Susan Hyatt Dumon
Jorge Rivero
Mary K. Boegemann
Molly Gilbert
Regina Suitt
Lea Márquez Peterson
Karen King
Dustin Williams
Dr. Vaughn E. Croft
Dr. Mark P. Vitale
Aric L. Meares, Chair
Danielle Duarte

Bruce W. Grant
Kathy Prather
Molly Gilbert
Marji Morris
Steven C. Freeman
Dr. David Doré
Dot Kret
Jim Zarling
Brad McCormick
Carol Stewart
Laura Oldaker

Members Absent

Jacob Bernal
Clarence Boykins
Frank Grijalva
Michael Guymon
Jan Leshner
Chris Hazen-Molina
Dr. Margaret Higgins
Kari Hogan
Alex Horvath
Deron Johnson
Cristina Castro Harrington
Paul Stapleton-Smith
Fabian Sandez
Ramon Serrato
Gina Pleas
Maria S. Sopher
Frank J. Watts

(32) Guests Present

- I. **Called to Order:** Aric L. Meares, Chair, Pima County WIB, 7:41 a.m.
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Jorge Rivero, ResCare Workforce Services, Az/TANF
- IV. **Welcome and Chair Message:** Aric L. Meares, Chair, Pima County WIB

Dr. David Doré announced that Regina Suitt is retiring in December 2019 and everyone will be invited to her retirement celebration that will be held at the Pima Community College (PCC) Downtown Campus.

Aric recognized Arnold Palacios for being inducted in to the 2019 Pueblo Warrior Foundation Hall of Fame. The ceremony will be in November 2019 and everyone is invited.

- V. **Building A Winning Team! WIB Retreat 08.09.19:** Dr. Mark P. Vitale, Vice-Chair, Pima County WIB, provided an overview of the retreat.

Mark P. Vitale, WIB Vice-Chair and WIB “Performance and Accountability Committee,” reminded attendees that the “Performance Committee” provides oversight of the service providers who have contracts with Pima County to carry out the Title I-B programs and activities and the Committee is beginning to plan for the February 2020 Innovation + Opportunity Conference.

Representatives from the National Association of Workforce Boards (NAWB) will be in Tucson on Friday, 11/08/19 for the WIB monthly meeting that is scheduled from 9 a.m. to 2 p.m. The NAWB connects workforce development professionals, workforce development board members, and policy makers to help make informed decisions about how to invest in workforce strategies.

Danielle Duarte, WIB 2nd Vice-Chair and WIB “Planning Committee” Chair, said that Mark did a great job organizing the 08/09/19 WIB retreat. The “Planning Committee” meets on the third Thursday of the month at 8:30 a.m. at the University of Phoenix, Southern Arizona Campus, 300 S. Craycroft Road, 85711. The Committee engages in planning processes; determines local economic factors and makes recommendations to the WIB; develops strategic plans regarding local employer workforce and training needs; and assists the WIB in carrying out the WIOA-required Functions of the Local Board (WIOA Section 108).

Currently, the state Plan is in the process of being developed and the Committee is working on a Career Pathways Guide and trying to determine if the Guide will be taken on at the state level or will the WIB maintain it at the local level.

Bruce W. Grant, WIB 3rd Vice-Chair and WIB “Board Development Committee” Chair explained that the Committee meets on the second Friday of the month at 9 a.m. immediately following the WIB Monthly Meetings. The Committee uses community connections for ongoing recruitment and strategic board development; ensures applicants and members meet WIOA composition requirements; and provides orientation and education to members. New members are needed and there is not a meeting today due to a lack of a quorum.

Dr. Vaughn E. Croft, 4th Vice-Chair and WIB “Youth Council” Chair, said that the Council’s description is in today’s meeting packets. It is sometimes difficult to work with the description once you are actually out on the street and working with the youth. The Council is planning to have an Internship and Apprenticeship Expo on Wednesday, 02/19/20. WIOA requires 14 program elements to be offered to youth in order to support the attainment of a secondary school diploma or its recognized equivalent, entry into postsecondary education, and career readiness for participants, and pre-apprenticeship programs, internships, and job shadowing are among the elements.

Aric asked for feedback for planning the 2020 Retreat and Marji said it was valuable for her during the trivia with WIOA responsibilities and it was enjoyable.

Arnold Palacios said that he received positive feedback about the interaction and someone else said they didn’t know that learning about WIOA could be so fun.

Aric invited guests to help plan the next retreat and to help determine the theme.

VI. Arizona State Plan 2021-2025: Marcelino C. Flores, AZED Pro, Special Staff Assistant Senior, Pima County Community Services, Employment and Training Department (CSET), provided an update on the WIB's involvement and the development of the Plan that included:

A. 09/13/19 Review of State Plan Working Group Discussions.

B. 07/29/19 Workforce Convening Discussion; 08/07/19 Working Group Discussion; and 08/01/19 Workforce Strengths and Weaknesses Survey – Goal was to identify strengths and weaknesses in promoting a strong economy, serving businesses needs, preparing job seekers while defending against poverty; and protecting taxpayers by providing efficient accountable government services.

C. 07/19/19 Working Group Discussion on In-Demand Occupations – Agreed-Upon Selections:

- ✓ 3-5 Star Occupations within In-Demand Industries as a “target” list.
- ✓ Complete list of 1-5 Star should be accessible for educational purposes.
- ✓ Support should be given to help people get into managerial positions for occupations listed in the star rating model.

Based on the Following Values:

- Focus In-Demand occupation list to continue to support >50% of total employment.
- Consider employers currently using ARIZONA@WORK for hiring.
- Discuss during strategy discussion how the State will support In-Demand occupations (e.g. developing career pathways, collaborative projects between agencies, etc.).
- Provide flexibility of occupations.

D. 07/10/19 Working Group Discussion on In-Demand Industries - Agreed-Upon Selections:

- ✓ Construction
- ✓ Healthcare and Social Assistance
- ✓ Professional and technical services
- ✓ Finance and insurance
- ✓ Manufacturing
- ✓ Transportation and warehousing
- ✓ Information Technology

Based on the Following Values:

- Focus In-Demand industry list on <50% of total employment.
- Ensure that In-Demand industries provide opportunity for local overlap with urban and rural areas.

- Identify industries that will make biggest impact if strong strategies are developed around them.

Kathy Prather said that the Western Pathways Conference is an annual, action-oriented event where bipartisan state teams and individuals work together to address the issues facing our education and workforce development system and tackling topics such as the crisis of the skills gap, strengthening connections between business and education, advocating for public policy changes, providing high-quality career development, and creating career pathways within the education system. The Conference is scheduled for June 10-12, 2020 in Kansas City and several career technical education Superintendents attend. States share what they are doing and it is a good opportunity to share best practices.

Dot Kret announced that she attended the 07/29 Workforce Leaders Convening and said she enjoyed hearing what others are doing in other local areas.

VII. ARIZONA@WORK Pima County One-Stop Staff Report: Arnold Palacios, Director, Pima County CSET

- A. Arnold reported that the safety network for people who are in need of utilities and other emergency services. The moratorium ends 10/15/19, that for those who may have been paying their electric bills during the summer, may be faced with large bills and Pima County CSET, TEP, Southwest Gas, and Lea, from the ACC, convened to help plan and prepare for those who may be faced with a large bill. He encouraged people

Lea Márquez Peterson thanked Arnold for the organizing the TEP and SW Gas convening and announced that the Arizona Corporation Commission (ACC) is hosting a workshop on 09/30/19 to talk about disconnect policies. The ACC voted to prohibit TEP and the state's other regulated electric utilities from disconnecting the service for residential customers with unpaid balances between June 1 and October 15. Information will be posted at azcc.org with the draft disconnect policies for the entire state.

- B. 3.7 nationally for unemployment; 150,000 jobs nationally and it came in around 130,000. We have been averaging 200 jobs per month. The economy is strong but there is talk about the recession happening. And we will look at how that will impact Pima County.
- C. The workforce programs in Pima County and Cochise County were the only two local areas who exceeded all their performance measures.
- D. Professional Development and Cross-Training sessions have been completed for Front Line staff, Intake staff and Workforce Development Specialists. The next training will be scheduled for October and the One-Stop Operator will share more information during his report.

- E. Arnold invited Daphanie Conner, Maria Suarez, and Cassie Lundin, Youth Employment Center, who presented information about the 2019 Summer Youth Employment and Education Programs offered to ages 14 to 21.
1. 3,231 applications were received and 2,237 applicants were eligible which means they submitted their application on time, submitted a report card or transcript, and ready for basic education or work experience.
 2. The eligible youth were placed on the selection list and were reviewed by the Pima County Board of Supervisors (BOS) and the contracted agencies (service providers). The BOS selects youth based on those who reside in their respective districts and the agencies select youth who were referred specifically to the agency and/or met contractual agreements.
 3. 1,116 youth were selected and completed the 2019 Summer Youth Education or Work Experience Programs:
 - a. 493 youth selected by the BOS and placed in Pima County Departments including Summer Internship P, Department of Transportation, and the Regional Flood Control District.
 - b. 30 placed in the Courts Are Us program.
 - c. 515 youth placed with agencies including Altar Valley School District, COPD, Goodwill Industries of Southern Arizona, Inc., PPEP, Inc., SER-Jobs for Progress of Southern Arizona, Inc., Tucson Urban League, and Tucson Youth Development (TYD).
 - d. Ten youth placed in the Learn, Earn, Advance, and Prosper (LEAP) program that provides healthcare work experience and training and is a partnership with Tucson Medical Center (TMC) and TYD.
 - e. 54 youth placed in Pathways to Justice Careers.
 - f. 2 youth placed in Pima County Joint Technical Education District (JTED) Steps 2 STEM program and 12 youth placed in the JTED Automotive program through Flowing Wells High School and PPEP, Inc.
 4. Arnold explained that the LEAP program offers a pathway from health-related vocational training in high school to paid work experience in the hospital. Work experience during the academic year transitions to internships for graduates during the summer. TMC pays for the individuals' education at Pima Community College or the University of Arizona (UA).
 5. Dustin Williams asked how employers may become a partner for the Summer Youth Programs and Daphanie said employers may contact her at the Youth Employment Center.
 6. Daphanie said that youth earned \$11 per hour and worked an average of 160 hours during the 2019 summer.

7. Cassie said that the youth were placed in a variety of occupations and industries such as recreation aide, clerk, ranch aid, library page, hair salon assistant, baristas, cook assistant, discovery aide, youth mentor, retail sales associate, assistant data management and archivist, receptionist, court clerk, auto technician, patient care technician, warehouse and manufacturing worker, landscaping and janitorial; and healthcare, business, infrastructure-construction trades, logistics, agriculture, education, art, and the criminal justice system.
 - a. Worksite supervisors attend a training that includes Arizona Child Labor Laws so the youth and employer may have a positive work experience.
 - b. Twelve 12 high school juniors and seniors worked in local dealerships and four seniors were hired permanently after the summer session ended.
8. Maria Suarez explained the Courts Are Us program that began in 1992 and it is a 7-week program that educates youth about the criminal justice system.
9. Daphanie, Cassie, and Maria thanked all the employers who serve as mentors and hire the youth.
10. Nathan Lundin, 2019 Summer Youth Program participant, said it is a very good program. He made good money to buy clothes and supplies for school. He worked at the Valenzuela Recreation Center and he learned how to communicate with the youth who attended the Center. He is pursuing a career in Aviation Technology.
11. Patrick Robles, 2019 Summer Youth Program participant, said buenos dias, he is a Sunnyside High School graduate, and a current UA freshman. The summer after his sophomore year, he was in the 2018 Summer Youth Employment Program. After working in Supervisor Ramón Valadez's office, he learned how to be in the same room and speak to adults without feeling uncomfortable.

Kathy Prather thanked the Youth Employment Center for matching the JTED youth with the Summer Youth Programs.

Aric mentioned that his daughter gained good work experience as a past Summer Youth Program participant and it did benefit her when she was able to document and use her work experience.

Jim Zarling suggested that financial training should be part of the mandatory training.

Marji Morris said that the employers who have San Miguel interns during the school year, may not have youth during the summer. She suggested that the

Youth Center should contact the San Miguel employers and ask if they would like an intern from the Summer Youth Employment program.

VIII. ARIZONA@WORK Pima County One-Stop “One-Stop Operator Report”: Jim Mize, One-Stop Operator, SER-Jobs for Progress of Southern Arizona, Inc. reported on the following:

- A. The Partners’ 08/28/19 monthly meeting was held at the PCC El Rio Learning Center, 1390 W. Speedway Boulevard. Adult Basic Education and High School Equivalency (HSE) Testing is now conducted at the PCC Downtown Campus, 1255 N. Stone Avenue, Bldg. AH, Room 130.
- B. Laurie Kierstead-Joseph reported that they were settling in at their new downtown location. The Homeless Management Information System (HMIS) user agreement is still being reviewed by the attorneys. Because of the new TABE format they have now broken the testing into a two day process. Laurie also reported that Regina Suitt is retiring in December 2019. Amazon will be on the PCC campus on September 3.
- C. Mary K. Boegeman, Title IV Vocational Rehabilitation Services program, reported that only one client is on their wait list and Arizona D.E.S. will be holding an Employee Appreciation day on August 29.
- D. Peggy Castano, Title I-B Adult program, reported that Amazon will be at the Kino Service Center and they are looking for 3,000 people to hire and are planning to only hiring people from the zip codes where the facility is located.
- E. Maria Sopher, Title III State Employment Service program, reported that they are down to three area managers and she is now covering all of Southern Arizonian from Douglas to Yuma.
- F. Rose Grijalva, Tucson Indian Center, reported 103 placements for last year, a 90% placement rate after training, and 15 placements in July 2019.
- G. Noemi Santana, City of Tucson Housing program, reported that Liz Morales is the new Director. They are now issuing vouchers for up to 36 months for rental assistance. Once a client is working and can start paying part of the rent the additional money is put aside in a saving account. One client saved \$26,000!
- H. Julie Neff-Encinas, Title II Adult Basic Education program, reported that Adult Probation is going to offer Motivational Interviewing training on September 16, 17, and 18. Julie offered several seats if anyone was interested. They will also be hosting an employment event on 09/19/19 at the Tucson Convention Center. Julie said they are having trouble keeping clients enrolled in the educational component, because it is no longer required as a condition of parole. Julie did report an increase of clients from the One-Stop and attributes this to the collaboration of the Partners at the monthly meetings. She reported that TABE scores were much lower this year due to the new format because it now takes up to 6 hours for the testing.

- I. Susan Standen, Trade Adjustment Assistance (TAA), reported that activity in Pima County is slow which is good news. She also reported that one of the TAA students who graduated from PCC with an Information Technology certificate was hired and is earning \$28 per hour.
- J. Adam Soto, PPEP, Inc., reported that in Yuma, companies are bringing in thousands of H-2A visa holders from India, and other places to make up for the lack of workers in Yuma. He attributed the lack of workers to the immigration issues. Companies are required to hire 30% of workers from U.S. before they ask for the H-2A visa, but he said they really didn't look that hard. An H-2A visa allows a foreign national entry into the United States for temporary or seasonal agricultural work and there are several requirements of the employer in regard to this visa.
- K. Michael Gates, Title I-B Dislocated Worker program, reported that the One-Stop exceeded all their performance outcome goals for last fiscal year. He also reported that only about 10 out of 30 workers from Vector Launch, which was an American space technology company which aimed to launch small satellites into orbit with its eponymous family of small launch vehicles, have shown up for assistance. Most of the employees are highly skilled and will likely find jobs on their own.

Julie Neff-Encinas announced the Second Chance event and said anyone interested should visit SecondChance.org to sign up and she introduced Jack Forrester who is a College and Career Developer for Adult Probation. He has a degree in Vocational Rehabilitation.

- IX. Action Item:** To approve the 06/14/19 and 08/09/19 WIB Monthly Meeting Minutes. Not approved due to no quorum.
- X. Next Meeting:** Friday, October 11, 2019, 7:30 a.m., Abrams Public Health Center
1st Floor, Meeting Rooms 1104/1106/1108
- XI. Adjourned:** 9:04 a.m.