



Pima County
Workforce Investment Board

QUALITY JOBS. QUALIFIED WORKERS.

**Zoom Meeting of the Pima County Workforce Investment Board (WIB)
Virtual and Teleconferencing Attendance**

Planning Committee

Thursday, May 7, 2020, 8:30 a.m.

Zoom Meeting Links:

Telephone: Find your local number <https://us02web.zoom.us/j/86432982981>

Online Meeting URL: <https://us02web.zoom.us/j/86432982981?pwd=RGpjdUZqNjZ0eUhFNDk2KzEwLzVrdz09>

Unique Meeting ID: 864 3298 2981 **Password:** 755806

Unique Meeting ID required to join the WIB Zoom meeting and if you are joining via telephone, you must use one of the teleconferencing number provided in the above link.

Meeting Minutes

Members Present

Danielle Duarte, Chair	Ian Roark
Susan Hyatt-Dumon	Laura Oldaker
Molly Gilbert	Kathy Prather
Jorge Rivero	Liz Gulick
Patti Greenleaf	Aric L. Meares, WIB Chair
Laurie Kierstead-Joseph	Dr. David Doré
Michael Guymon	

Members Absent

Barbra Coffee

Guests Present

Dr. Vaughn E. Croft	Dominica Dominguez
Mark P. Vitale	Anna M. Cunes
Marcelino Flores	Liane Hernandez
Birni Stickell	Steve Freeman
Frank Grijalva	Marji Morris
Christine Hill, JobPath	Catherine "Cat" D. Merrill, Board of Director, JobPath
Julie Hecimovich, PCC	Peter Loya, Tech Parks Arizona
Maria S. Sopher, AZ DES	Paul Stapleton-Smith

- I. **Call to Order:** Danielle Duarte, Chair, 8:32 a.m.
- II. **Zoom Meeting Protocols and Chat Moderator:** Mark P. Vitale reminded the Zoom meeting attendees about turning their "mute" on when they want to speak; to use the Chat feature so everyone will be provided with an opportunity to provide input; and thanked everyone for attending the most recent and frequent meetings. Everyone's great work is appreciated.

III. Local Workforce Development Plan 2020-2023 (“Local Plan”)

Susan has a concern on the six target sector descriptions and there is a lot of dated information. Susan volunteered to assist with re-writing the description for the Emerging Technologies-Entrepreneurship industry sector.

Anna commented “Thanks, Susan. This is exactly what the WIB needs to do.” and notified everyone that the revised descriptions will be due on or before Wednesday, 05.13.20. The revised Sector descriptions may be submitted to anna.cunes@pima.gov and we are hoping to keep the descriptions to the original length that was provided.

Laura Oldaker said her Emerging Technologies industry sector team is already working on the revised description and will share.

Aric asked if the six Target Sectors are the ones the WIB wants or should there be new Sectors? Anna reminded the attendees that the six WIB Target Sectors were approved during the 04/30/2020 WIB Planning Committee meeting and no changes were made other than adding Entrepreneurship to the Emerging Technologies industry sector.

Ian asked about Business Engagement and the Economic Development lens.

Ian wants to know if the WIB can receive a quarterly report about the One-Stop clients who are placed in lower than the median wage jobs.

Marcelino said we can ask Maria for the data.

IV. Action Item: The Workforce Investment Board (“WIB”) Planning Committee recommends approval of the revisions by the Pima County WIB of the Pima County Career Pathways Guidelines; and giving the WIB Executive Committee authority to (1) make technical amendments based on feedback from the State and Partners; and (2) based on further guidance received from the U.S. Departments of Labor and Education. Ian R. Roark motioned to approve; Susan Hyatt-Dumon seconded the motion; and all were in favor.

V. Action Item: The Workforce Investment Board (“WIB”) Planning Committee recommends approval by the Pima County WIB of the ARIZONA@WORK Pima County One-Stop Career Pathways’ Occupational Groups and Occupations; and giving the WIB Executive Committee authority to (1) make technical amendments based on feedback from the State and Partners; and (2) based on further guidance received from the U.S. Departments of Labor and Education. Ian R. Roark motioned to approve; Susan Hyatt-Dumon seconded the motion; and all were in favor.

Quarterly Updates required if trainings are available for Occupations.

Molly mentioned that the Security Occupation was added when the One-Stop and the UA was working on a collaboration.

The following notes/comments are from the Chat feature:

From Ian Roark to Everyone: 08:38 AM Can we call out the sectors or scroll to see them all?

From Catherine D Merrill to Everyone: 08:40 AM I did get a statement from my contact at Roche as part of my inputs.

From Catherine D Merrill to Everyone: 08:43 AM UA Space Institute is not mentioned, this is a strategic development for UA. They are still standing up a space building for space related technologies.

From Michael Guymon to Everyone: 08:44 AM Sun Corridor has very updated information on their website for each sector. Just follow their lead.

From Catherine D Merrill to Everyone: 08:44 AM We need to add Caterpillar to this as well.

From Liane Hernandez to Everyone: 08:44 AM Hello please forgive my ignorance but I am wondering why the various service sectors are not listed as areas of focus.

From Ian Roark to Everyone: 08:45 AM I concur with Michael G. and Susan.

From M Flores Pima County to Everyone: 08:46 AM Service sectors have broadly not met the 'Quality Jobs' definition.

From Nils Urman to Everyone: 08:47 AM Enhanced descriptions would be appropriate.

From Anna to Everyone: 08:47 AM There was a 04/28 Planning Mtg and during the 04/30 Planning Mtg, the same six Target Sectors were approved.

From Catherine D Merrill to Everyone: 08:47 AM We need to update the Raytheon name as well.

From Peter Loya to Everyone: 08:48 AM I'll have it by the end of the week and send to Laura and Danielle for review.

From susan to Everyone: 08:48 AM I'll have it done by end of the week also.

From Christine Hill to Everyone: 08:49 AM Danielle, would you please include me in future communications? Thank you! chill@jobpath.net.

From Anna to Everyone: 08:50 AM The WIB mtg is Friday, 05.15, 7:30 a.m. and it would be nice to have the Plan 2020-2023 approved so it may go out for public comment 05.18 to 06.01 or so. Yes, Ian is very correct. We can expand on all the Sectors in the Plan.

From M Flores Pima County to Everyone: 08:50 AM Yes. Please forward more detail to be included in plan.

From Laura Oldaker to Everyone: 08:50 AM Good point, Ian!

From Anna to Everyone: 08:50 AM The WIB descriptions should be based on Marcelino's LMI analysis.

From Molly Gilbert to Everyone: 08:54 AM I agree with Ian...our plan should be aligned with the regional economic development plan and probably stated as such...this is really important when applying for federal grants.

From Ian Roark to Everyone: 08:55 AM Great point Molly. Are we going to vote on Item #1?

From Ian Roark to Everyone: 08:57 AM Career pathways that are possible are usually not borne out in the data, esp. for low wage earners.

From Christine Hill to Everyone: 09:01 AM Thank you Ian. This is absolutely true!

From Paul Stapleton-Smith, Pima Area Labor Federation, AFL-CIO to Everyone: 09:02 AM We are entering an enormous recession, if not an economic depression. In light of the enormous "realignment" of our economy: we have 33 million unemployed so far. What must we add to these descriptions that recognize that?

From Anna to Everyone: 09:03 AM Mark, Chair, Performance Comm, had to go to another mtg Thank you, Paul. I will send you the draft Plan again and you may add information for the Plan. It may be too much information for the 1-page target sectors document.

From Laura Oldaker to Everyone: 09:04 AM Agree with Ian, one thing to keep in mind is that lower entry stacking credentials may be the only way for someone who is unemployed to get into work right away, so they are necessary as long as we follow them and encourage them to continue their education.

From Liane Hernandez to Me: (Privately) 09:04 AM I just don't see a focus on hotel and restaurant areas, but it could be that I am just not aware of how these more nuanced reports.

From Laura Oldaker to Everyone: 09:05 AM We also have to keep in mind of the assistance amount we cover (around \$3K) and that limits the training they can do if they have no additional financial resources.

From Anna to Liane Hernandez: (Privately) 09:06 AM If the hotel and restaurants (hospitality industry sector) didn't meet the state nor local areas' LMI analysis criteria, they won't be on the WIB target sector list.

From Laura Oldaker to Everyone: 09:07 AM Marcelino- did we receive this report Danielle has on the screen?

From Ian Roark to Everyone: 09:08 AM I agree with Laura. At the Metro Chamber, we are working on a program (Michael can speak to it), that will highlight best practices among employers that incentivize employees to continue their education.

From M Flores Pima County to Everyone: 09:09 AM Paul-the workforce plan update is intended, per the state, without considering COVID-19 impacts.

From Michael Guymon to Everyone: 09:11 AM To Ian's point, we are encouraging tuition reimbursement programs. AGM Container is the gold standard. A recent survey of the members indicated that other companies are following suit and we, as part of our Workforce Blueprint, are developing strategies to encourage others to create or bolster tuition programs to upskill employees.

From Me to Danielle Duarte: (Privately) 09:13 AM The Planning Comm does not need to approve the Sector descriptions; they already approved the Sectors. Is the Planning Committee prepared to approve the Occupations today?

From M Flores Pima County to Everyone: 09:14 AM Laura-the report did not get sent out to everyone. We received it late yesterday and have more recently received an amended report. We can distribute after today.

From Catherine D Merrill to Everyone: 09:16 AM do you mean IT security? That is a major portion of aerospace.

From Catherine D Merrill to Everyone: 09:16 AM cyber security and etc are need for most itar/ear and defense work.

From Frank_Grijalva to Everyone: 09:16 AM Howard has done a great job with his company, AGM, on tuition reimbursement! IBEW has negotiated tuition reimbursement for many years at the utilities they represent in Pima County and elsewhere. A couple of those companies would include TEP/Unisource and Trico.

From Anna to Everyone: 09:17 AM The Plan template states: In-Demand Occupations can potentially have multiple related NAICS Industries.

From Kathy Prather-Pima JTED to Everyone: 09:17 AM By security did you mean Law, Public Safety and Security?

From Molly Gilbert to Everyone: 09:20 AM No it was focused on technology implementation and the ability to do in the field testing...it was not just border security, but the need for security at airports, energy plants, etc.

From Catherine D Merrill to Everyone: 09:21 AM Emergency Medical Tech-- in AZ average of 35.7k annually.

From Kathy Prather-Pima JTED to Everyone: 09:22 AM Yes, that is how JTED defines: Law Enforcement, Public Safety, Security includes Fire Services, EMT, etc. The cluster is First Responders.

From Anna to Everyone: 09:24 AM The North American Industry Classification System ("NAICS") is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. https://www.bls.gov/IAG/TGS/iag_index_naics.htm

From Laura Oldaker to Everyone: 09:26 AM Should we add another sector- First responders and Public Safety

From Anna to Laura Oldaker: (Privately) 09:28 AM Hi, Laura. I don't believe the Public Safety industry sector fell in the top 10 of the State's sectors nor in the WIB's. They are selected based on LMI.

From Laura Oldaker to Me: (Privately) 09:28 AM Thank you!

From Liane Hernandez to Everyone: 09:29 AM Marcellino does that get covered by the new program at Pima College IT certification

From Laura Oldaker to Everyone: 09:30 AM Anna had a good point- "Hi, Laura. I don't believe the Public Safety industry sector fell in the top 10 of the State's sectors nor in the WIB's. They are selected based on LMI"

From M Flores Pima County to Everyone: 09:30 AM if the new program is on ETPL then we can support clients in that area.

From Kathy Prather-Pima JTED to Everyone: 09:30 AM I think in IT, the industry certification is what counts not the degree. PCC offers both.

From Ian Roark to Everyone: 09:31 AM From an economic development sector perspective, that cluster would fall under the exceptions.

From Anna M. Cunes to Everyone: 09:31 AM Per WIOA...for One-Stop Individual Training Accts, required under ETPL, priority consideration shall be given to programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area involved.

From Liane Hernandez to Everyone: 09:32 AM Hi am just wondering why service/tourism is not included anywhere in these occupations.

From Ian Roark to Everyone: 09:35 AM I move we approve the framework and the occupations with a 6-month review on the occupations.

From Catherine D Merrill to Everyone: 09:35 AM I think we need to stay true to the requirements set forth. Most of these jobs have benefits, service industry (bartenders etc) do not.

From Susan to Everyone: 09:36 AM I second Ian's motion for items IV and V

VI. Action Item: To approve the 04/30/2020 WIB Planning Committee Monthly Meeting Minutes. Molly Gilbert motioned to approve; Laura Oldaker seconded the motion; and all were in favor.

VII. Next Meeting

VIII. Adjourned: 9:40 a.m.