



QUALITY JOBS. QUALIFIED WORKERS.

Virtual and Teleconferencing Zoom Meeting of the Pima County Workforce Investment Board

Friday, March 12, 2021, 7:30 a.m.

Unique Zoom Meeting ID: 848 4285 7182

Passcode: 783459

Zoom Meeting Link: <https://us02web.zoom.us/j/84842857182?pwd=QzB2RkplVFEyOGU2NmhiSkZGcjRBdz09>

MEETING MINUTES

Members Present

Mary K. Boegemann	Jennifer Preston
Natalye V. Brown	Alex Horvath
Heath Vescovi-Chiordi	Laurie Kierstead-Joseph
Barbra Coffee	Karen King
Dr. Vaughn E. Croft	Iris Methany
Mary Darling	Abra McAndrew
Dr. David Dore	Brad McCormick
Danielle Duarte	Aric L. Meares
Susan Hyatt-Dumon	Ramon Serrato
Molly Gilbert	Marji Morris
Bruce W. Grant	Trish Muir
Frank Grijalva	Lea Marquez Peterson
Rose Grijalva	Gina Pleas
Michael Guymon	Kathy Prather
Jorge Rivero	Maria Sopher
Paul Stapleton-Smith	Mark P. Vitale, Chair
James Zarling	Chris Hazen-Molina

Members Absent

Dr. Margaret Higgins
Kari Hogan
Steve C. Freeman
Michelle Betini
Peter Loya
Jaybee Nickelson
Laura Oldaker
Carol Stewart
Karen Molina
Dustin Williams
Frank J. Watts, Jr.

- I. **Called to Order and Welcome:** Mark P. Vitale, MBA, Ph.D., Chair, Pima County WIB, 7:36 a.m.
- II. **ZOOM Meeting Netiquette:** Mark P. Vitale, MBA, Ph.D., Chair, Pima County WIB, reminded participants to put phones on silent, mute computer microphone, and *sign in* in the Chat. Mark asked Danielle Duarte monitor the Chat and she agreed and Mark provided an overview of the agenda.
- III. **The Pledge of Allegiance:** All
- IV. **WIB Chair Message:** Mark P. Vitale, MBA, Ph.D., Chair, Pima County WIB, recognized Bruce W. Grant who is the only WIB member celebrating a March birthday.
 - A. Mark reported on the job growth and unemployment rate nationally for February 2021 and there was an increase of jobs and lower unemployment rate +379k and down to 6.2%,

respectively. The job growth for a twelve-month period showed that Leisure and Hospitality is beginning to recover. In Hospitality and Tourism there is a 3.3 million shortfall from pre-pandemic levels. The Arizona Office of Economic Opportunity (“OEO”) site highlighted, labor section, as a place to see more robust information. Unemployment Rate similarly reviewed at national level, and Mark reminded participants how important it is to the economy, for everyone to continue efforts to assist job seekers with obtaining and maintaining employment.

Mark highlighted national data and the pandemic impacts, showing again the Hospitality and Tourism industry being hardest hit. Black, Latino, low-paid employees, and women were impacted greatly by the pandemic and are recovering at lower rates.

- B. Mark reviewed the status of negotiated Title I-B performance measures as of 02.29.2021 and provided some definition to the metrics. This most recent data emphasizes a lag, with most measures obtained, are normally met toward the end of a performance period. Mark also thanked the WIB “Performance and Accountability Committee” for their work to determine the methods to be used for local employers to record the On-the-Job Training (“OJT”) Measurable Skills Gain (“MSG”) performance measure.
- C. The ARIZONA@WORK Pima County One-Stop Career Centers, referred to as Job Centers by the Workforce Arizona Council (“WAC”), must be assessed and certified at least once every three years. Local Workforce Development Boards (“LWDB”) must certify one-stop centers to be eligible to use infrastructure funds. The WIB’s second Job Center Certification process will begin in June or July 2021 and four WIB members are needed to make site visits to the comprehensive, specialized, and affiliate One-Stop Centers. Mark, Danielle Duarte, and Alex Horvath completed the first Certification process and it was a great learning experience. Interested WIB members should contact anna.cunes@pima.gov and/or for information about the evaluation criteria and scheduling of the site visits.
- D. Mark asked Dan Sullivan to lead a remembrance tribute for Daniel Tylutki who recently passed away and worked in the Pima County Community & Workforce Development Department (formerly the Pima County Community Development and Neighborhood Conservation Department). Daniel Tylutki will be remembered as a passionate leader.
- E. Mark introduced the Forbes article that was emailed to WIB members. The Forbes *8 Job Skills To Succeed In A Post-Coronavirus World* article describes the 8 job skills that are likely to be in high demand. Mark explained that all participants will be placed in Zoom Breakout groups and the activity involves all participants to discuss and determine, one of the eight skills and how members and guests can assist local individuals to increase proficiency in the skill, and then one participant from each group will be asked to report their results.

Note: Guided by Governor Ducey’s vision and four customer centric goals, ARIZONA@WORK partners developed ten strategies for the state workforce plan. State Strategy #4 Ensure training provided to job seekers and workers has a focus on transferable skills; and State Strategy #8 Enhance initiatives supporting populations with barriers to employment to ensure customers are receiving needed services efficiently including special populations.

- V. **Zoom Breakout - 8 Job Skills to Succeed In A Post-Coronavirus World:** Chris Hazen-Molina, Pima County WIB Board Development Committee, shared the Forbes article with the Board Development Committee and they agreed to use the article for this activity that supports a couple of the state strategies. Anna M. Cunes activated the Zoom Breakout Room feature and eight (8) groups were generated for participants to discuss and share the following:

Mark asked groups to post in the Chat feature, the skill that each group discussed and for one participant to provide a verbal report.

Group 5 discussed **Critical Thinking** skills and said these are all transferable skill sets.

Adaptability and Flexibility group reported that these skills are transferable, and looking at follow up and touchpoints are important.

Tech Savvy group said that there are many free online services available and individuals should use adult education resources, seek and utilize a mentor, and talk with people in their field of interest.

Emotional Intelligence group reported that this skill is necessary before hard skills are developed. Individuals are affected by Emotional Intelligence teachings and should learn how to effectively handle stressful situations.

Digital Literacy group said that this skill is specific to industry to show progress. Job shadowing is important especially to maintain laymen's terms and to show how the data is relevant to growth.

Leadership groups reported that there is a 21st Century Leadership curriculum that is important work with employers. Personality tests should be used to identify those with most potential to be good leaders.

- VI. **Action Item:** To approve the 02/12/2020 WIB Monthly Meeting Minutes. Heath Vescovi-Chiordi motioned to approve; Frank Grijalva seconded the motion; and all were in favor.
- VII. **Action Item:** The WIB Performance & Accountability Committee determined methods for local employers to record the Workforce Innovation and Opportunity Act ("WIOA") Title I-B Adult and Dislocated Worker Programs' On-the-Job Training ("OJT") Measurable Skill Gain ("MSG"). The methods are allowable for a local OJT-approved program and will be used during a participant's OJT assignment and not solely for the successful completion of the OJT program. The WIB Pima County Performance and Accountability Committee is recommending approval of the proposed OJT MSG Guidelines. See Attachment A. Aric L. Meares motioned to approve; Dr. David Dore seconded the motion; and all were in favor.

During the voting, Danielle Duarte entered in the Chat, how important it is to celebrate the WIB members' community engagement and accomplishments and announced that Heath Vescovi-Chiordi is being featured by the Arizona Association of Economic Development. WIB members are encouraged to share accomplishments and workforce-related activities with Anna and Danielle.

VIII. Committee Updates

- A. Performance & Accountability (“P&A”) – Brad McCormick reported that the Committee continues to focus on two additional areas of MSG, however priority will be on their role to oversee the development of upcoming Request for Proposals (“RFP”). WIB members will be notified when RFPs, that involve WIOA funds, are released. Within two-weeks a semi-joint meeting with the WIB Planning Committee will occur. Special thanks to all of the participating Committee members.
- B. Planning – Michael Guymon reported that the Supply and Demand match is critically important and the role of the performance metrics will be featured at the semi-joint meeting with the WIB P&A Committee. The Technology Task Force is continuing good work with Heath’s leadership and Aaron Ball, Ed.D., Director, College & Career Pathways & Liaison, Southern Arizona, Center for the Future of Arizona will be presenting an update on the Arizona Pathways to Prosperity Initiative.
- B. Board Development – Danielle Duarte reported that the Committee is seeking two new appointments in the Business category. One new appointed member is needed to represent the Logistics Industry Sector and the second is needed to represent any of the WIB’s six target industry sectors that includes Aerospace and Defense-Manufacturing; Health and Bioscience; Emerging Technologies; Logistics; Renewable and Natural Resources; and Infrastructure-Construction. Upcoming trainings include orientation, core program partners roles, and services to assist individuals with disabilities. The Committee continues to mentor WIB members and any member may contact Danielle if they want to be matched with a Mentor.
- C. Youth Council – Vaughn Croft reported that the Council is identifying youth service organizations as a top goal. Higher Ground presented information about their Restart SMART initiative to create a community school hub system in Tucson during the 03/09/2021 monthly meeting. Congratulations and thank you to the Youth Employment Center for exceeding performance goals.
- D. Request for Proposal (“RFP”) Proposal Review – Frank Grijalva reported that the RFPs are still being drafted and the P&A Committee will review the RFPs that have WIOA funds involved. One WIB RFP Committee member will serve on one WIOA-related RFP Evaluation Panel, and the Youth Council approved for County staff to move forward with the RFPs that include WIOA Youth such as the Workforce Staffing RFP.

IX. ARIZONA@WORK Pima County One-Stop Report: Dan Sullivan, Director, Pima County Community & Workforce Development Department (“CWD”), thanked Mark for going over the performance measures and reported that the County’s efforts to address eviction prevention amid COVID-19 is a substantial item within CWD. On March 16, 2021, the Pima County Board of Supervisors unanimously approved that \$8 million of its \$15 million allocation for rental and utility assistance in federal relief funds be dedicated to a shared county-city program administered by the Community Investment Corporation (“CIC”). The Centers for Disease Control and Prevention (“CDC”) issued a national moratorium on evictions related to the COVID-19 pandemic, effective through March 31, 2021 but will be extended. CWD has information on what tenants and landlords need to do to activate this protection and to apply for rent and utility assistance. Landlords may also apply for their tenant(s). Please visit pima.gov/renthelp.

X. ARIZONA@WORK Pima County One-Stop Operator Report: Jim Mize, One-Stop Operator, SER-Jobs for Progress, Inc., asked WIB members and guests to read the monthly reports. Sarah is still the Program Operations Manager at JobPath and Jessica Normoyle has been added to the JobPath team as Director of Operations. Virtual operations is the current focus for 15 agencies that are doing their best to meet the clients' needs.

XI. Call to the Public:

A. Contract renewal upcoming for the Fred G. Acosta Job Corps Center.

B. The Tucson Indian Center event is upcoming and might be highlighted at next meeting.

XII. Next WIB Monthly Meeting: [Friday, April 9, 2021, 7:30 to 9 a.m.](#)

XIII. Adjourned: 9:15 a.m. - Frank Grijalva motioned to adjourn; Maria Sopher and Laurie Kierstead-Joseph seconded the motion; and all were in favor,