



QUALITY JOBS. QUALIFIED WORKERS.

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

Friday, April 9, 2021, 7:30 a.m.

Unique Zoom Meeting ID: 824 8880 5080

Passcode: 370412

Zoom Meeting Link: <https://us02web.zoom.us/j/82488805080?pwd=c1Zhbkg5MVZXUkpwUHFOOXFuYVRIQT09>

Or Join by Phone: +1 669 900 9128 US

Meeting Minutes

Members Present

Mary K. Boegemann	Dr. Vaughn E. Croft
Natalya Brown	Laurie Kierstead-Joseph
Heath Vescovi-Chiordi	Karen King
Dr. David Doré	Marji Morris
Danielle Duarte	Kathy Prather
Susan Hyatt-Dumon	Jorge Rivero
Steven Freeman	Ramon Serrato
Molly Gilbert	Maria S. Sopher
Bruce W. Grant	Paul Stapleton-Smith
Michael Guymon	Mark P. Vitale, Chair
Dr. Margaret Higgins	Jim Zarling
Chris Hazen-Molina	Lea Márquez Peterson
Dustin Williams	Peter Loya
Brad McCormick	

Members Absent

Michelle Bettini
Kari Hogan
Barbra Coffee
Frank Grijalva
Mary Darling
Alex Horvath
Rose Grijalva
Laura Oldaker
Gina Pleas
Carol Stewart
Trish Muir

(30) Guests present including Jennifer Preston, WIB candidate

- I. **Called to Order, Welcome, and ZOOM Meeting Netiquette:** Mark P. Vitale, MBA, Ph.D., Chair, Pima County WIB
- II. **The Pledge of Allegiance:** All
- III. **Roll Call:** Jorge Rivero, Member, WIB Board Development Committee, announced member names and asked “What is your favorite flower?” Anna M. Cunes, confirmed that the WIB had a quorum with 27 members present.
- IV. **WIB Chair Message:** Mark P. Vitale, MBA, Ph.D., Chair, Pima County WIB – see Attachment A.

Starting in May 2021, the ARIZONA@WORK Pima County One-Stop Report, the One-Stop Operator (“OSO”) Report, and the WIB Committees’ Reports will be presented at WIB Monthly Meetings 4 times a year, once per quarter, with each happening in a separate month. See schedule below:

One-Stop Report - [May, August, November 2021](#), [February 2022](#)
OSO Report - [June, September, December 2021](#), [March 2022](#)
WIB Committees' Reports - [July, October 2021](#), [January, April 2022](#)

- V. Action Item:** To approve the 03/12/2021 WIB Monthly Meeting Minutes. Jorge Rivero motioned to approve; Dr. David Doré seconded the motion; and all were in favor.
- VI. ARIZONA@WORK Pima County One-Stop Report:** Dan Sullivan, Director, Pima County Community & Workforce Development Department (“CWD”), reported the following:
- A.** On 05/04/2021, the Pima County Board of Supervisors (“BOS”) approved preschool scholarships for families in need. The approved plan will allocate up to \$10 million in County funds, as well as almost \$3 million from cities, towns and other partners, for the Pima Early Education Program (“PEEP”) that will assist low-income families in paying for high-quality preschool for 1,245 children. These new scholarships and preschool classes will aid eligible Pima County families who have children ages 3-5 (not yet eligible for Kindergarten) with a household income of 200 percent of the Federal Poverty Level or less, and are interested in sending their children to a high-quality preschool. For additional information visit https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=749464&fbclid=IwAR0ceXFozXNnlweB2J_xZ12ifurLFazVVbNeomZrW9mR7qchVPKt-bBseo8.
- B.** Legal Services now available for Pima County residents facing eviction. We know, in general, that access to counsel improves outcomes for tenants and that the monetary cost of providing counsel is substantially less than rehousing a person (to say nothing of the human cost). On 03/16/2021, the BOS directed the allocation of up to \$2 million in federal coronavirus relief funds toward providing legal defense to individuals facing eviction. Andy Flagg is a new CWD Deputy Director who will be leading the effort and reporting to Dan.
- VII. ARIZONA@WORK Pima County One-Stop Operator Report:** Jim Mize, One-Stop Operator, SER-Jobs for Progress, Inc. - see Attachment B.
- VIII. One-Stop Proven and Promising Practices - Title IV Vocational Rehabilitation Core Partner Representative:** Mary K. Boegemann, Regional Program Manager, Arizona Department of Economic Security, Rehabilitation Services Administration, Vocational Rehabilitation - see Attachment C.
- IX. Zoom Breakout Session - Serving eligible individuals with barriers to employment** and providing physical and programmatic accessibility in accordance with the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).
- A. Resources available at your organization; and
B. Resources available at another organization for referrals or to partner with.
- Break out Session notes:
1. HR perspective – ensure privacy, create work place environment of inclusion and acceptance of differences.

2. Early education in the k-12 education. Leverage the transitions programs in the high school systems, such as, through the Workability program for successful transition from high school to employment. Education not for those with a disability but for all students and individuals to create less stigma sometimes associated with those with a disability.
 - a. Teaching both individuals with a disability and employers the importance of “Self-Advocacy”. Employers can support self-advocacy by being encouraging and knowledgeable of the importance for supporting those who may be less confident disclosing a disability.
3. Create a holistic work environment one of inclusion and acceptance – allow for differences to exist in the workplace. Use the “Universal Design” approach to create a successful work environment. Example; if a staff needs a chair – just get a chair, no need to force the formal request for accommodation process. Specific integration of workplace practices such as the use of colors in a PPT presentation the inclusion of a secondary audio method or alternate ways of communicating the workplace information/messages that become seamlessly integrated into the business culture. LINK: <https://www.section508.gov/create/universal-design>
4. Great meeting Mark, the flow was very effective and time efficient – was good for Jim and Dan to be placed in front of the presentation and breakout. Think you have a great Agenda plan as we go forward.
5. **Brad McCormick, Center Director, Fred G. Acosta Job Corps Center**
 - Resources provided in the past – braille readers / screen readers
 - Universal design
6. How to small businesses engage?
 - Those with less than 15 employees – ADA does not apply, however the employee or employer can reach out to Voc Rehab (Mary) to ask for assistance
 - Az Tech Assistance Program – will loan tech devices for two weeks to try
7. **Lea Márquez Peterson, MBA, Chairwoman, Arizona Corporation Commission and President, Márquez Peterson Group, LLC**
 - Key takeaway – The WIB can create an awareness program through the various business organizations that are in So AZ (chambers, NAWBO, AZ Tech Council, etc.) and assist our partners, like Voc Rehab in writing blog posts/creating flyers and communicating specific programs available for small business owners.
- X. **Call to the Public:** Laurie Kierstead-Joseph, Assistant Vice Chancellor, Adult Basic Education for College & Career, Pima Community College (“PCC”), reminded attendees that PCC is recruiting students for their upcoming Logistics and Supply Chain Management Integrated Basic Education and Skills Training (“I-BEST”) Program which starts at the end of May 2021, and for the Building and Construction Technologies I-BEST that starts in August 2021.
- XI. **Next WIB Monthly Meeting:** Friday, May 14, 2021, 7:30 to 9 a.m.
- XII. **Adjourned:** 9:01 a.m.