



QUALITY JOBS. QUALIFIED WORKERS.

Notice of Virtual Meeting of the Pima County Workforce Investment Board (“WIB”)
Planning and Performance & Accountability Joint Committee Meeting

Pursuant to A.R.S. § 38-431.02(D), notice is hereby given to the members of the Pima County WIB Planning and Performance & Accountability Committees and to the general public that the committees will hold a joint virtual meeting open to the public on

Thursday, January 27, 2022 3pm to 4pm

Join on your computer or mobile app Click here to join the meeting
Or call in (audio only) +1 213-279-1657,,145798666# United States, Los Angeles
Phone Conference ID: 145 798 666#

Minutes

Table with 2 columns: Members Present and Guests Present. Lists names of attendees such as Kari Hogan, Michael Guymon, and Anna Cunes.

- I. Call to Order and Welcome: Brad McCormick, Chair P&A; Michael Guymon, Chair Planning, 3:00pm
II. Review and Discussion: Review summary from WIB breakout sessions; Michael reviewed the barriers identified at the January WIB meeting during breakout sessions and reviewed the barriers that may not be within the workforce wheelhouse.

Brad liked the approach of addressing the barriers that we are currently not supporting and reaching out to those organizations that do.

Brad reviewed the mentorship gap that was identified and opened the discussion with the committee.

Laurie stated that she was struck by the conversations within her breakout session how we can keep the broader barriers at the top of our minds and how the WIB can meet these needs like childcare and housing insecurity.



Jim stated that some barriers may not be eligible for WIOA funding but can reach out to other partner programs to see if they are able to address some of these barriers that were identified.

Michael suggested that at WIB meetings that we bring local area experts present during the meeting about the barriers that may or may not be within the workforce wheelhouse. Perhaps ten minutes at the beginning of the meeting have that presentation on the happenings with the community and how the WIB can aid those endeavors.

Cassie will share out the meeting packet again with the barriers listed.

Kari also addressed the talent recruitment and exodus. Kari stated that we need to do better to co-enroll and leverage training. Kari stated that we are very siloes between agencies and funding sources.

III. Review, Discussion & Action: Review past several years' performance to understand trends, strengths and weaknesses for Performance Measure Negotiation Tasks in 2022

Brad stated that the data we are looking at is from 2019 and 2020. Would like to look at current data 2021. Cassie shared that we do have data from partners and that we are analyzing data from the same program years for this exercise.

Cassie went through the PY 2019 and 2020 WIOA LWDA data. Cassie stated that she coordinated with Jim to ensure that the data is accurate for this review. Cassie shared some partner highlights including: Title IB meeting or exceeding performance measures; Title III rate of employment; Title IV placement and average wage; Title II have over 200,000 instructional hours; and TAA 100% as effected by a small pool for PY 2020 data.

Brad stated that we are looking at this information now in preparation and planning for state performance negotiations that will take place early next program year. Cassie shared that the statistical adjustment model has yet to be released by DOL.

Brad asked about adjustments for COVID. Cassie shared that at this time there has not been an announcement from DOL regarding waivers or exceptions due to COVID 19.

Brad also reviewed Title IV data and identified exits and will reach out to Mary to get more in depth with the data.

Brad asked about PY 2021 data. Cassie shared that we do have data from PY 2021 however for this exercise we wanted to focus on years that are finished and at a baseline for all partners.

Michael stated that because of the mix of information from the planning and performance data and planning looks at trends in the workplace and what is in the top ten and asked how we can combine these two in order to guide individuals into targeted sectors and start to identify gaps and working to guide individuals into those positions. Michael asked how staff could look at aligning those two things.

Brad reiterated that how we are working towards our targeted sectors and how the training programs can be evaluated for the plan.

Jim stated that case managers are always trying to put clients in a position where they can succeed and in their best interest. WIOA is client choice as to where they want to go, do the best you can to show clients other options but it is still client driven.

Laurie acknowledges that client choice is important in identifying a career pathway but as a workforce system we have an obligation to inform clients see what the labor landscape looks like.

Kari agreed with Laurie and identified issues within her own staff. Kari stated that her staff gets stuck in one pathway or employment opportunities rather than looking at the big picture regarding training and other opportunities. Brad asked if this is a system issue.

Kari responded that it is twofold. WIOA staff have misconception that other staff are job developing, and the others who state that they don't know how to talk to people. They are developing their staff through professional development on communication with clients and employers as well as looking at the community at large in order to develop that employer to connect with the clients.

Michael stated that this is the work that we are supposed to be completing. State performance we are meeting the goal and meeting the criteria but we are missing the connection between the sectors in the plan and we should make that push to meet the supply with the demand in the market.

Kari shared OJT contract with the county. OJT coordinator went out and found some really good opportunities but wasn't able to fill that slot based on no referrals. OJT coordinator sent out information to all WDS throughout the system and didn't get one referral to send to the employer. Employers get disenfranchised from not getting anyone for the position. We need to look at partners and cross referral systems in order to place individuals in these slots.

Jim stated that staff development is critical to address this issue and how to advertise the opportunities for OJT positions. Jim also shared that communication needs to happen from front line staff, case managers and position postings.

Brad agreed that there is a disconnect and how we can bring these opportunities in a catalog that is available to the client up front. Brad asked how to sell the target sectors for long term economic impact and how can we better advertise the opportunities available.

Michael stated that he is glad that we are having this discussion and asked staff members to add to the conversation.

Cassie shared that the communication with case managers with the committee. Cassie highlighted the Employability Skills workshops as part of a labor market information. Short term training programs are

more popular as it gets individuals out of training faster and employed. Career pathways are critical and allows for the stackable credentials.

Michael Gates shared that we are looking in areas to improve. Michael stated that the challenge has been not having clients able or wanting to enter into an OJT. Michael suggested that we work with the clients to see what and where the need is and then having the OJT coordinator developing those positions to fill those opportunities. By having that communication and that approach we will be able to fill those positions. Incorporating short term training programs as an option to develop those opportunities

Laurie asked Michael Gates about the data. Average number of clients who get training dollars each year – Michael stated that roughly over 4,000 individuals are enrolled each year but didn't have the exact number. Laurie shared that based on the ballpark that those who enter into the programs do receive that guidance and we do a good job. The issues are that the system as a whole outside of WIOA system that it isn't shared or helping learners know where to look at training and retraining. There is value in planning and WIB helping the broader workforce system with the planning.

- IV. **Review, Discussion & Action:** Review of current Local Plan Labor Market Information and Operational Updates plan review for committees with April 30, 2022 submission to State/WAC for Compliance Review Agenda item was not reviewed or discussed
- V. **Review, Discussion & Action:** WIOA Partner Report and Implementation. Remove to Performance for final report and will bring back to the committee at a later date.
- VI. **Review, Discussion & Action Item:** Goal #1 – Review Pima County Guidelines and State Policies WIOA Title IB Training Policy; passed for WIB review in February, Training funding limit policy

Cassie shared the proposed policy update to incorporate state guidance and remove particulars within the policy to have a broader and definition of the training opportunities that are available. Cassie review the policy with the committee. Cassie shared that combining specifics we are able to have more clear and concise policy driving training in WIOA Title I-B. Cassie explained that by removing dollar amounts within the training policy will allow for the planning committee to review and enable different funding limits as it applies to targeted and non-targeted sectors and garner more excitement from the client to enter into WIB targeted sectors.

Brad shared that by reviewing the Training Services Policy if approved by this committee will be shared for approval at the WIB meeting in February.

Brad suggested to Michael that the limit policy be reviewed with the planning committee. Michael agreed that they will continue that dive within the planning committee and review training provider information to have that continued dialog.

Brad opened the item for further discussion. Laurie clarified that the policy is simplifying the policies into one. Cassie confirmed that the policy combines and aligns with the state policy and will allow for rapid

implementation. Brad further clarified that it doesn't have a financial impact or change current policy rather combines. Michael Moved that we approve and move to full WIB. Kari seconded the motion. No further discussion. Voting open for those members who are eligible to vote: 5-0 approved. Item will be on the agenda for the WIB in February.

- VII. **Call to the Public** – No discussion
- VIII. **Next Joint Meeting:** TBD, Michael and Brad will discuss offline for another joint committee with a review of the 2021 data and have another discussion. Brad suggested April 2022.
- IX. **Adjourn, 4:00pm**

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