What kind of tea is hard to swallow?

Reality.

Welcome to 2022
Call to Order
   Dr. Mark P. Vitale, Chair
The Pledge of Allegiance
Roll Call
   Marji Morris, Board Development Committee
Action Item
   To Approve 12/14/2021 WIB Meeting Minutes
WIB Chair Message
   Dr. Mark P. Vitale, Chair
(NOT A) Keynote Address | The Partnership for Workforce Innovation
   Michael S. Guymon, Interim President and CEO, Tucson Chamber of Commerce
Breakout Discussion | Resolving The Greatest Workforce Development Challenge(s)
Call to Public
Adjourn | The ZOOM meeting of Love, Friday, January 11, 2022, 0730
I PLEDGE ALLEGIANCE
TO THE FLAG
OF THE UNITED
STATES OF
AMERICA
AND TO THE REPUBLIC
FOR WHICH
IT STANDS
ONE NATION
UNDER GOD
INDIVISIBLE WITH
LIBERTY AND JUSTICE
FOR ALL
ROLL CALL

Board Members, when your name is called, please tell us:

“What is one professional goal that you would like to achieve in 2022?”

Valued Guests, please take a moment to answer the above question in the chat room as well as type your:

First name + Last name + Organization Name

Thank you!
Our Lonely, Sole Action Item to Kick Off 2022

To APPROVE

In 4 easy steps!

Step 1:
When directed to do so, a Board Member posts a “motion to approve” in the chat room.

Step 2:
When directed to do so, a DIFFERENT Board Member posts a second “motion to approve” in the chat room.

Step 3:
When directed to do so, any Board Member may elect to orally discuss the motion.

Step 4:
When voting is announced as open, all Board Members cast a “YEA” or a “NAY” vote via the chat room.

Meeting | Friday, January 14, 2022

Pima County Workforce Investment Board Monthly Meeting

A man tells his doctor, “Doc, help me. I’m addicted to Twitter!”

The doctor replies, “Sorry, I don’t follow you…”

Meeting minutes from the 11 December 2021
Why did the invisible man turn down the job offer?

He couldn’t see himself doing it.
I poured root beer in a square glass.

Now I just have beer.
What do you call a bear with no teeth?

A gummy bear.
December 2021 Job Report | United States

US job market recovery is still underway

The United States lost a total of 22 million jobs in March and April of 2020. By December 2021, the number of jobs were 3.6 million shy of February 2020 levels.

Want to hear a construction joke?

Oh never mind, I’m still working on that one.

December 2021 Job Report | United States

OVERALL Nonfarm JOBS ADDED IN December 2021
+199,000

OVERALL Nonfarm JOBS ADDED in 2021 (record since 1939):
~6,400,000

Unemployment Rate was 3.9% (delta of -0.3)

Employment in total nonfarm
Over-the-month change, December 2021
Seasonally adjusted, in thousands

- Mining and logging*
- Construction
- Manufacturing*
- Wholesale trade*
- Retail trade
- Transportation and warehousing*
- Utilities
- Information
- Financial activities
- Professional and business services
- Education and health services
- Leisure and hospitality
- Other services
- Government

Pima County Workforce Investment Board

February 2020 to December 2021 | Job Comparison by Sector | United States

Employment change since February 2020
Seasonally adjusted, in thousands

- Mining and logging
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Utilities
- Information
- Financial activities
- Professional and business services
- Education and health services
- Leisure and hospitality
- Other services
- Government

Total nonfarm: -3,572
Total private: -2,645

What did one traffic light say to the other?
Stop looking! I’m changing!

Pima County Workforce Investment Board

The Great Resignation Continues: Quits vs Unemployment!

Why did it get so hot in the baseball stadium after the game? All of the fans left.

[Chart showing quit rate and unemployment rate over time]

Chart: Lance Lambert • Source: U.S. Bureau of Labor Statistics
Wait...Who is Quitting? And Why??

The narrative since March 2020 is that millennials don’t want to return to work because of subsidized pandemic benefits. Is that true...?

Americans are quitting their jobs in record numbers, but much of that quitting is happening among young people who are leaving for other jobs with better pay. **Millennials are not leaving the workforce entirely.**

Workforce EXITS (retirements) since March 2020 have been caused by layoffs, health insecurity, childcare needs, and any number of personal issues that arose from the disruption caused by the pandemic.

The vast majority of workforce exits since March 2020 are older Americans, ages 55+ who accelerated their retirement. Among this population the strong stock market and soaring home prices have given higher-income people, especially Boomers, options. In addition, the risks of going to work in the pandemic are higher for this population. Finally, it may be that employers aren't doing enough to lure people out of retirement even with raised wages and signing bonuses. They're creating jobs, just not the ones people want.

In December 2021, 90% of the 3.6 Million who exited the labor force and said they didn’t want a job compared were Americans ages 55+, according the University of Minnesota. Nearly 70% of the 5 million people who exited the labor force during the pandemic are older than 55, according to researchers from Goldman Sachs.
In the Fall of 2021, researchers for financial firm Jefferies asked young Americans (ages 22 to 35) who had quit their jobs recently what their former bosses could have done differently to persuade them to stay.

1st Answer (43%): Offered More Money
2nd Answer (32%): Offered 4 Day Work Week

80% of total respondents supported a 4 Day Work Week, while 17% were neutral and 3% were against it.

The study also explored a hybrid model of work across the following broad categories of variables:

- Productivity & Performance
- Real Estate / Location
- Office Set Up
- Policies & Procedures
- Recruiting
- Human Capital Initiatives
- Methods of Communication
- Technology
Returning Not to the Past, but to a More Flexible Future…

Facetime is not correlated to productivity
• Technology, tools, and data can track completed work from a distance.
• Output is a better measure of performance than time spent at the desk.
• The stigma of ‘WFH’ has been shattered.

Every organization is comprised of a group of individuals
• Renewed understanding that each employee has different needs, competing
  priorities and motivations – one size does not fit all.
• The flexible working model allows for personal circumstances to take precedent.
• Firms are sourcing talent in a refreshed way and hiring more diversely and inclusively.

Creativity and culture are challenging to maintain virtually
• Spontaneous, in-person interactions can result in the best relationships and ideas.
• Some face-to-face contact is required for the long-term health of companies, mental
  stability of their employees, and mentorship of juniors and new hires.
• From dress codes to working hours, companies must determine which cultural
  components of WFH will be brought into the office, and vice versa.

Meeting and calls can and should be customized to
fit the need
• Not every meeting needs to be in-person.
• Not every call needs to be a Zoom.
• Not every introduction needs to be made at a conference.
• Not every due diligence process requires an on-site.

Work is a what, not a where
• Offices are meeting spaces – tools to foster collaboration and
  facilitate client interaction.
• Cities with outdoor spaces, cheaper costs of real estate, and
  lower living expenses are gaining market share.
• Dependent on the type of work employees are doing, their
  location can be beneficial their work product.
Meanwhile...Back in Arizona...During 2021:
Nonfarm Employment Increased by 139,800 Jobs
Arizona's Unemployment Rate Decreased to 4.7%

### November 2021 Job Report

**Arizona**

<table>
<thead>
<tr>
<th>UNEMPLOYMENT RATE</th>
<th>NONFARM EMPLOYMENT</th>
<th>LABOR FORCE SIZE</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 2021 - Seasonally Adjusted</td>
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<td>November 2021 - Seasonally Adjusted</td>
</tr>
<tr>
<td>4.7%</td>
<td>2,998,000</td>
<td>3,651,035</td>
</tr>
<tr>
<td>-2.1% Year-over-Year</td>
<td>Total Nonfarm Employment</td>
<td>Labor Force Level</td>
</tr>
<tr>
<td>4.2% US</td>
<td>Year-over-Year Change</td>
<td>+2.4%</td>
</tr>
<tr>
<td>-2.5% Year-over-Year</td>
<td>Percentage</td>
<td>Year-over-Year Change</td>
</tr>
</tbody>
</table>

**Pima County**

<table>
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<tr>
<td>November 2021 - Not Seasonally Adjusted</td>
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</tr>
<tr>
<td>3.2%</td>
<td>390,000</td>
<td>499,144</td>
</tr>
<tr>
<td>-3.2% Year-over-Year</td>
<td>Total Nonfarm Employment</td>
<td>Labor Force Level</td>
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<td>4.2% US</td>
<td>Year-over-Year Change</td>
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<td>Percentage</td>
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Data retrieved 1/13/22 from https://www.azcommerce.com/oeo
(NOT A) KEYNOTE ADDRESS!
The Partnership for Workforce Innovation

Michael S. Guymon, Interim President and CEO, Tucson Chamber of Commerce

Did you hear about the claustrophobic astronaut?

He just needed a little space.
Break-Out Sessions
Moderated Group Engagement
Resolving The Greatest Workforce Development Challenge(s)

In Your Breakout session:

- IDENTIFY the Greatest Challenges you feel exist for Workforce Development in Pima County
- DISCUSS Opportunities to resolve those challenges
- ENCOURAGE your team to think OUTSIDE of the box (try to review solutions besides childcare, signing bonuses, raises, etc.)
CALL TO THE PUBLIC

IF YOU HAVE AN ANNOUNCEMENT or QUESTION, please type your
First Name + Last Name + Organization in the Chat Room.

When you name is called, please SHARE your announcement – thank you!

Announcements are limited to TWO MINUTES in length
ADJOURN | THANK YOU for zooming to your computer this morning

Please be safe!
As a community leader, please encourage
Vaccination + Boosters + Quality Masks + Testing

We look forward to seeing you next month for our Annual WIB Meeting of LOVE on February 11, 2022

“Get out of here!” shouts the bartender.
“We don’t serve your type!”

Helvetlica and Times New Roman walk into a bar.

All of today’s jokes have been sourced from https://www.rd.com/list/short-jokes/