



WORKFORCE ARIZONA COUNCIL – QUALITY WORKFORCE COMMITTEE AGENDA

Thursday, January 25, 2018
1 PM – 3 PM
100 N. 15th Avenue, Phoenix, AZ 85007, Suite 103
Conference Call
1-877-820-7831 Access Code: **103468**

Members

Mark Gaspers, Chair – Boeing
Todd Graver – Freeport-McMoRan
Susan Anable – Cox
Larry Lucero – Tucson Electric Power
Thomas Longstreth – Ventana Medical Systems

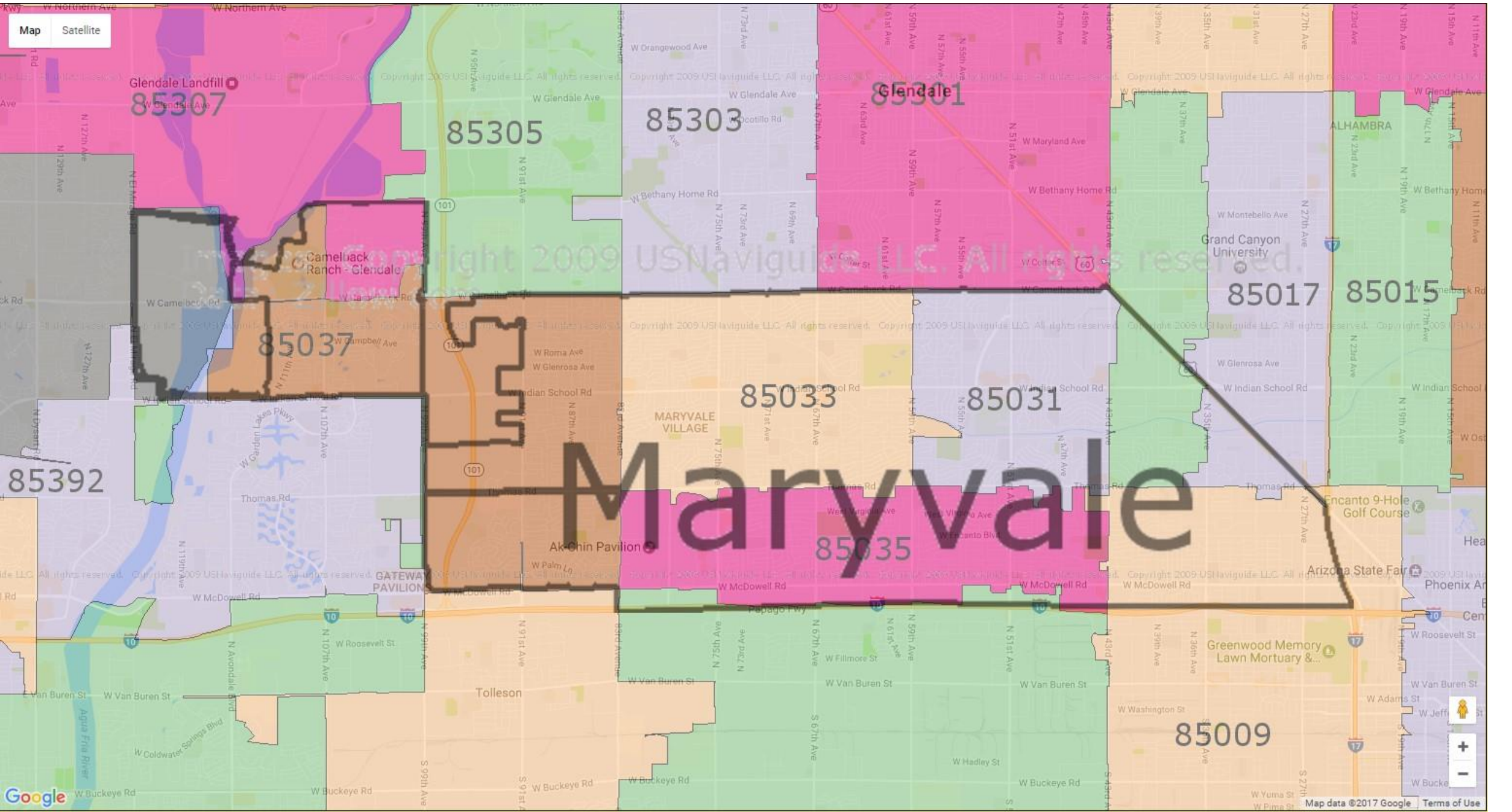
- 1. Call to Order**
- 2. Welcome/Introductions**
- 3. Approval of Minutes**
- 4. Call to the Public**
- 5. Presentation: Maryvale Project**
Keith Forte, Workforce Program Manager, Office of Economic Opportunity
- 6. Presentation: Pima County Career Pathway**
Pima County
- 7. Committee Next Steps**
 - a. Discussion of National best practices**
 - b. Discussion and Approval of forming a WAC input model (Think Tank) including purpose, structure and policies surrounding confidentiality and use of input gathered**
- 8. Adjournment**

Maryvale Workforce Initiative Project



Keith Forte

Workforce Project Manager
Office of Economic Opportunity



Map Satellite

Maryvale

Overview



Chicanos Por La Causa, Inc.
A PROMISE OF OPPORTUNITY



- Goals and Project Scope
- Maryvale Community Background
- Project Progression
- Resource Collaboration and Partnerships
- Measuring our Success and Effectiveness



Goals and Project Scope

- Approximately 10% of all unemployed Arizonans live in the Maryvale Project area
 - Project aims to directly impact this issue and create economic opportunity
 - Next generation partnership leverages existing services and additional resources
 - Data sharing among partners to measure and understand effectiveness
- Identify companies interested in “upskilling” employees into career growth, higher wage positions
 - Replace Upskilling Vacancies with New Talent
 - Survey the Maryvale Business Community to uncover challenges and opportunities
- Leverage funding sources: WIOA funding, Rapid Response (\$50k) Walmart (\$200k), Aspen Institute (\$100k), Bank of America (\$75K) and Maricopa IDA Grant (\$827K)
- Implement and promote the Arizona Career Readiness Credential
 - Administer Credential to Job Seekers & Educate Business on Value

Population by Place of Birth

Maryvale+ and Maricopa County 2015

<u>Total (All Ages)</u>	<u>Maryvale+</u>	<u>Maricopa County</u>	<u>Share of Maricopa County</u>
Population	396,294	4,018,143	9.9%
• U.S. Born	282,680	3,422,889	8.3%
• Foreign Born	113,614	595,254	19.1%
○ Naturalized	25,714	222,123	11.6%
○ Not a U.S. Citizen	87,900	373,131	23.6%

Population Below Poverty as a Percentage of Total Population

Maryvale+ and Maricopa County 2015

	<u>Maryvale+</u>	<u>Maricopa</u> <u>County</u>	<u>Maricopa-</u> <u>(Maricopa County Minus</u> <u>Maryvale+)</u>
Below Poverty (Percentage)	35.1%	17.0%	15.0%
Below Poverty (Number)	138,194	674,144	535,950

- 20.5% of people in poverty within Maricopa County live in Maryvale+
- Poverty Level is \$12,060 for individuals and \$24,600 for a family of 4.

Maryvale+ Population and Social Services

Maryvale+ population represents 5% of the State's population

However Maryvale also represents approximately:

- 10% of the State's 140k unemployed
- 9% of the State's 500k SNAP recipients
- 22% of the State's 900k adult AHCCCS recipients
- 28% of the State's 5k TANF Cash Assistance recipients

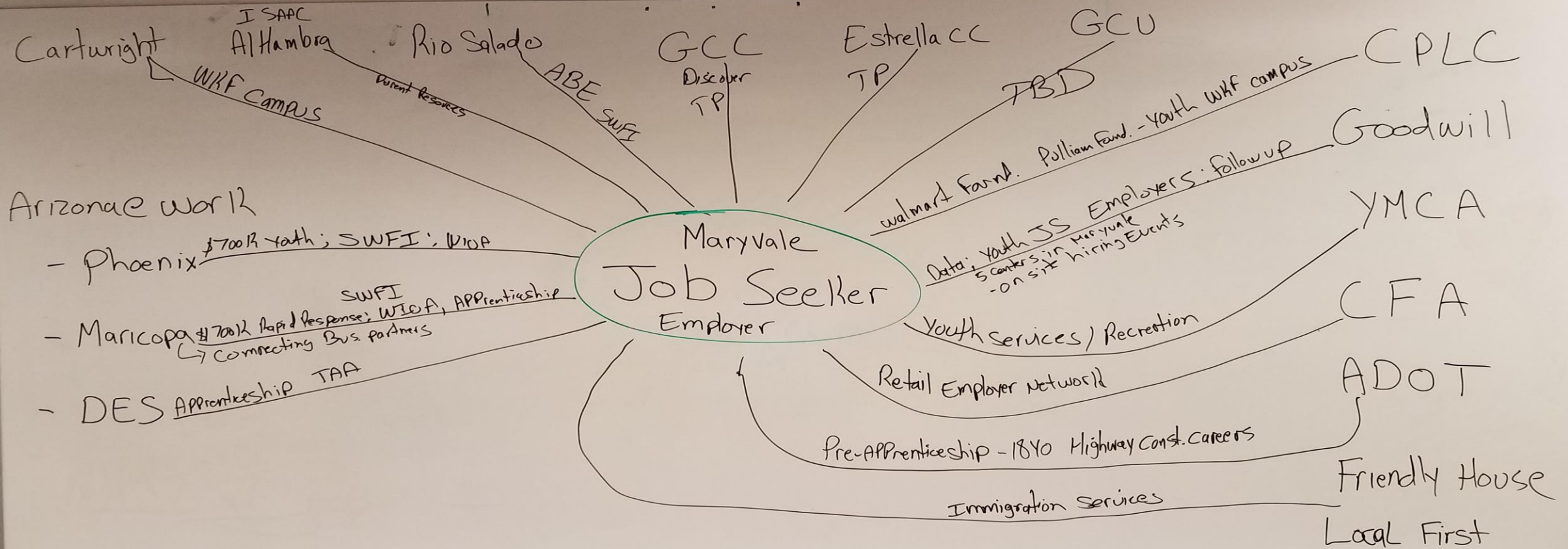
In addition, approximately 7% of inmates released annually from the Department of Corrections are residents of the Maryvale+ area.

Project Progression

- Gathered data on business landscape, unemployment rate, barriers to employment, community organizations, education community etc.
- Led business and community summits to discuss employment issues, community concerns and gain understanding of their scope of needs
- Began the formulation of the project and inclusion of partner agencies to discuss planning and design of the project
- Created a project charter that defined the vision, partner strategy, and a common purpose for implementation – Signed by all eight partners
- The following slide shows the articulation of each partners tie and commitment to the project.....



This chart was created as discussion occurred from each partner organization. They committed the resources and services outlined to the Maryvale Project – this was an incredible way to gain their commitment and a clear articulation of what service each brought to the effort.



Resource Collaboration – Workforce System

- Arizona@ Work: City of Phoenix
 - Youth Services Funding & SWFI
- Arizona@ Work: Maricopa
 - Rapid Response Funding & SWFI
- Arizona@ Work: DES
 - Job Centers, Veteran Services, Apprenticeship and TAA Funding
- Office of Economic Opportunity
 - Resource Coordination, Workforce Data, and Project Management
- Arizona Dept. of Transportation
 - Highway Construction OJT Grant funding



Resource Collaboration –Non Profits

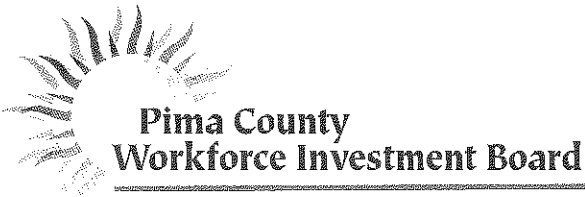
- Chicanos Por La Causa
 - Awarded grant from Walmart to deliver services in Maryvale
 - \$827k grant from the Maricopa County IDA
 - Goal to operate a Maryvale Employment and Resource Center
- Goodwill of Northern and Central Arizona
 - Utilize 5 Career Centers within Maryvale Boundaries
 - Business Outreach
- Center for the Future of Arizona
 - Retail Works Program; Business Outreach
- YMCA – Youth Services and Recreation
- Friendly House
 - Direct assistance with Immigration Issues/processing



Measuring Success and Effectiveness



- Signed Project Charter laid the groundwork for shared data among partners
 - Initiative saw 2,188 new hires from July 1st – December 31st 2017
 - First time these organizations aggregated their efforts and reported
- Social Media plan in development; increase partnership and effectiveness
- 100 Maryvale Businesses surveyed on employment challenges
 - Data analysis is currently being performed
- Next level of progression – Partners co-plan and execute hiring events in the Maryvale area. Increase the depth, reach, and level of collaboration to increase workforce readiness and hiring



October 26, 2017

Ms. Dawn Grove, Chair
Workforce Arizona Council
c/o Arizona Office of Economic Opportunity
100 North 15th Avenue, Suite 103
Phoenix, AZ 85007

Dear Ms. Grove:

The Pima County Workforce Investment Board (WIB), the Local Workforce Development Board (LWDB), has adopted a Career Pathways framework for individualized career services and training provided under the Workforce Innovation and Opportunity Act (WIOA) to promote career advancement to sustainable earning levels.

I am providing the Pima County Career Pathways Guidelines (Attachment A) that were developed by the WIB Planning Committee and WIB support staff. The Guidelines were approved by the WIB on 04/14/17 allowing for ongoing review and amendment as needed by the Planning Committee.

See the attached 03/10/17 WIB Meeting Minutes (Attachment B) for the process and development activities leading up to the final Career Pathways Guidelines.

The Pima County WIB has an active history of supporting and convening sector partnerships that have spurred the development of career pathways within manufacturing, logistics and supply chain management, and healthcare. Sector partnerships create an ecosystem in which strategic partners can work together to create new pathways, or improve existing ones, based on industry needs. As complementary approaches, the sector partnership defines industry demand for skills, while the career pathway provides educational options that assure an appropriate talent pool to support business retention, expansion and attraction.

In the WIB's Pima County Workforce Development Plan 2016-2020 (Plan), the WIB shares an image adapted from the U.S. Department of Labor's Career Pathways Toolkit, that illustrates how design elements of career pathways are driven by industry input about the movement of employees through progressively higher-skilled occupations, and the specific competencies and standards required for each occupation.

For additional information related to the Pima County Career Pathways and the WIB's practices to support career pathway development, please see the Plan at <http://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=256745>.

Please contact me if you have questions or need additional information.

Thank you for your time.

Respectfully,

Paul Roughton, Chair, Pima County Workforce Investment Board

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PIMA COUNTY

APPROVED:


Paul Roughton, Chair
Pima County Workforce Investment Board (WIB)

DATE:

04-14-17

SUBJECT:

CAREER PATHWAYS GUIDELINES

BACKGROUND: The 2016-2020 Local Workforce Development Plan (Plan) for Pima County sets a strategic vision focused on: "Higher skills equal increased competitiveness, more jobs and increased earning power," and focuses on marginalized populations and sustainable earnings. The Plan identifies career pathway development as a key strategy to move lower-skilled workers through progressively higher-skilled demand occupations and training.

The Pima County WIB has adopted a Career Pathways Framework for individualized career services and training provided under the Workforce Innovation and Opportunity Act (WIOA) to promote career advancement to sustainable earning levels. To the extent possible, services will support at least four levels of skill development:

1. **Basic employment skills are the foundation** for all career pathways. Industry leaders across different sectors and parts of the country have identified these as interpersonal skills, integrity, professionalism, initiative, dependability, adaptability, and teamwork.
2. **Core academic skills** include math, reading, technology and problem-solving skills that are valued by local employers across diverse industries.
3. **Entry-level competencies** include occupation-specific technical requirements for entry-level jobs that generally pay less than the median level but require general skills for that industry, such as safety protocols or medical terminology. Training for entry-level competencies can usually be completed in one or two semesters by a person with core academic skills.
4. **Advanced competencies** equate to completion of an associate's degree or journeyman level in a skilled trade. A majority of jobs at or above the median earning level require this level of education and training or higher. The median earning level in Pima County is \$33,000 per year.

The Plan includes an analysis of 10-year occupational projections for the Tucson Metro Area that defines demand occupations within five broad groupings:

1. Healthcare, Health Sciences
2. Business Support, Management, Operations
3. Production, Aerospace-Defense, Security
4. Infrastructure, Construction, Building/Grounds Maintenance, Installation, Repair



PIMA COUNTY

5. Transportation, Material Handling, Logistics

The WIB has identified target occupations within these groups that meet these criteria:

- Educational Requirements at Associate's level and below
- Median Wage at \$33,000 and above
- At least 10 projected openings per year and/or significant rate of growth.
- Additional target occupations identified based on overriding labor-market conditions.

Healthcare, Health Sciences

Registered Nurses
Licensed Practical and Licensed Vocational Nurses
Medical Records and Health Information Technicians
Pharmacy Technicians
Dental Hygienists
Medical and Clinical Laboratory Technicians
Emergency Medical Technicians and Paramedics
Radiologic Technologists
Respiratory Therapists
Surgical Technologists
Dental Assistants
Medical Assistants
Medical Secretaries
Home Health Aides
Nursing Assistants
Physical Therapist Assistants
Medical Equipment Preparers

Business Support, Management, Operations

Managers, All
Property, Real Estate, and Community Association Managers
Business Operations Specialists, All
Computer User Support Specialists
Computer Network Support Specialists
Computer Systems Analysts
Information Security Analysts
Network & Computer Systems Administrators
Computer Programmers
Web Developers
Claims Adjusters, Examiners, and Investigators
Customer Service Representatives



PIMA COUNTY



First-Line Supervisors of Office and Administrative Support Workers
Bill and Account Collectors
Billing and Posting Clerks
Accountants
Bookkeeping, Accounting, and Auditing Clerks
Secretaries and Administrative Assistants
Insurance Claims and Policy Processing Clerks
Payroll and Timekeeping Clerks
Paralegals and Legal Assistants

Production, Aerospace-Defense, Security

Team Assemblers
Machinists
First-Line Supervisors of Production and Operating Workers
Welders, Cutters, Solderers, and Brazers
Inspectors, Testers, Sorters, Samplers, and Weighers
Structural Metal Fabricators and Fitters
Computer-Controlled Machine Tool Operators, Metal and Plastic
CNC Machine Tool Programmers, Metal and Plastic
Aircraft Mechanics and Service Technicians
Avionics Technicians
Electrical and Electronics Engineering Technicians
Electro-Mechanical Technicians
Industrial Engineering Technicians
Law Enforcement Workers

Infrastructure, Construction, Building/Grounds Maintenance, Installation, Repair

First-Line Supervisors of Construction Trades and Extraction Workers
Carpenters
Cement Masons and Concrete Finishers
Operating Engineers and Other Construction Equipment Operators
Drywall and Ceiling Tile Installers
Electricians
Painters, Construction and Maintenance
Plumbers, Pipefitters, and Steamfitters
First-Line Supervisors of Mechanics, Installers, and Repairers
Automotive Service Technicians and Mechanics
Mobile Heavy Equipment Mechanics, Except Engines
Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Industrial Machinery Mechanics
Maintenance and Repair Workers, General



PIMA COUNTY

2797 E. Ajo Way, Tucson, Arizona 85713 • Phone: 520-724-7700 • Fax: 520-724-2799

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PIMA COUNTY

Helpers-Installation, Maintenance, and Repair Workers
Water and Wastewater Treatment Plant and System Operators
Construction Laborers

Transportation, Material Handling, Logistics

Dispatchers, Except Police, Fire, and Ambulance
Purchasing Agents, Except Wholesale, Retail, and Farm Products
Shipping, Receiving, and Traffic Clerks
Production, Planning, and Expediting Clerks
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
Laborers and Freight, Stock and Material Movers, Hand
Stock Clerks and Order Fillers
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators
Commercial Pilots
Bus Drivers, Transit and Intercity
Heavy and Tractor-Trailer Truck Drivers
Light Truck or Delivery Services Drivers
Bus and Truck Mechanics and Diesel Engine Specialists

Under WIOA Title I, Pima County will continue approve training programs for non-targeted occupations, but will limit the number of training plans funded outside of the targets to two training plans per month. In order to receive WIOA Title I training services, participants will need to show that their entry-level training and employment goals fit into a career pathway leading to a sustainable-wage career at a skilled technician level or above.

Training opportunities available to Dislocated Workers in these areas will include Bachelor's degrees for those participants who, at time of layoff and enrollment in WIOA were within one year of degree completion.

This framework is subject to review and amendment by the WIB Planning Committee.



PIMA COUNTY

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Attachment B



**Pima County
Workforce Investment Board**

QUALITY JOBS. QUALIFIED WORKERS.

MEETING OF THE PIMA COUNTY WORKFORCE INVESTMENT BOARD

Friday, March 10, 2017 – 7:30 a.m.

Riverpark Inn, Cactus Ballroom
777 W. Cushing Street, Tucson, Arizona 85745

RETREAT MEETING MINUTES

Members Present

Lori Banzhaf
Camila Martins-Bekat
Jacob Bernal
Mary K. Boegemann
Dr. Vaughn E. Croft
Wilette C. Diggs
Danielle Duarte
Molly Gilbert
Bruce W. Grant
Liz Gulick
Michael Guymon
Kari Hogan
Deron Johnson
Karen King
Dot Kret

Aric L. Meares
Susy Moncada
Jorge Rivero
Paul Roughton
Ramon Serrato
Jay M. Slauter
Julia Strange
Regina Suitt
Dr. Mark P. Vitale
Fred Yamashita

Members Absent

Sandra L. Abbey
Clarence Boykins
Judy Clinco
Deborah L. Embry
Peg Harmon
Chris Hazen-Molina
Lee D. Lambert
Jan Leshner
Marji Morris
Lea Márquez Peterson
Dr. Alan L. Storm
Frank J. Watts, Jr.
Jim Zarling

Gas and Pima County Staff

(43) Guests and Pima County Staff

- I. **Called to Order, Welcome and Overview** – 8:05 a.m., Paul Roughton, Chair, Workforce Investment Board (WIB), shared the following:

I hope you noticed the nice slideshow demonstrating the Pima County ARIZONA@WORK workforce development system. Thank you, to the Partners for providing information.

One Staff and one Partner will present information about how the ARIZONA@WORK Job Center/Pima County One-Stop Center welcomes and educates potential new clients.

The ARIZONA@WORK Pima County Workforce Development System Partners will share how efforts are targeted using labor market strategies.

There will be a quick break and then Bruce W. Grant, Chair, WIB Planning Committee, will explain the Career Pathways Implementation that will be forwarded to the WIB with a recommendation for approval.

WIB members will work in Groups to discuss and review the Occupations and Career Pathways that will be offered to ARIZONA@WORK clients.

The Groups have been organized by Occupational Groups and each of the Guest Tables have one complete set of all the Occupational Groups' data materials that Dorothee Harmon has provided.

Guests and Staff are welcome to pull up a chair at a WIB table or may review and discuss the materials amongst themselves.

Arizona Conflict of Interest Laws

Paul Roughton reminded everyone that if anyone has a conflict of interest to please complete the Conflict of Interest form and to dismiss themselves and to not remain in or join a Group.

- WIB Conflict of Interest Disclosure Statement forms are on Anna's work table;
- Please be sure to complete and sign a form today if you haven't already; and
- All WIB members are required to read the Laws' Sections 8-2 and 8-4.

II. Pledge of Allegiance – All

III. Roll Call – Fred Yamashita, United Food and Commercial Workers, Local 99

IV. Chair Message – Paul Roughton reminded the WIB and guests about the following:

Comments and Questions - Reminder, when you ask a question, have a comment or want to make an announcement, please identify yourself and the organization you represent. Everyone wants to know who you are.

WIB Members' Workforce and Community Activities

- All WIB members are asked to keep the WIB informed of their workforce and community involvement and activities.
- If any WIB have any activities to announce today, and if you haven't already, please fill out a Public Comment form and provide to Anna.
- Guests and Pima County Staff should also complete the form before any announcements are made during the Call to the Public.
- Between now and the next 04/14/17 WIB Meeting, WIB members may email involvement and activity information to Anna.Cunes@pima.gov.

Welcome “first time” Guests - Please stand and introduce yourself. Curtis Stokelin, Workforce Development Specialist, Tucson Urban League, Inc., introduced himself.

- V. **Action Item** – To approve February 10, 2017 Meeting Minutes approved. Dot Kret moved to approve; Aric L. Meares seconded the motion; and all were in favor.
- VI. **Introducing Customers to a Career Pathway** – Arnold Palacios, Program Manager, Pima County Las Artes, Arts and Education Center and Curtis Stokelin, Workforce Development Specialist, Tucson Urban League, Inc., presented the information that is presented by case managers, to potential clients during an Orientation Workshop. The presentation is available by contacting anna.cunes@pima.gov.
- VII. **Labor-Market Strategies and How Efforts are Targeted** – ARIZONA@WORK Pima County One-Stop Partners each provided a brief overview of their services and roles with the ARIZONA@WORK System.
- A. Title II Adult Education and Literacy: Regina Suitt, Vice-President, Pima Community College, Adult Basic Education for College and Career.
 - B. Title IV Vocational Rehabilitation Services: Mary K. Boegemann, Region II Program Manager, Arizona Department of Economic Security (D.E.S.), Vocational Rehabilitation Services Administration.
 - C. Title I Farmworkers Program and YouthBuild Program: Kari Hogan, Chief Administrative Officer, Portable, Practical Educational Preparation, Inc. (PPEP, Inc.)
 - D. Job Corps: Dr. Vaughn E. Croft, Business Community Liaison, Fred G. Acosta Job Corps.
 - E. Native American Programs: Jacob Bernal, Executive Director, Tucson Indian Center. Received WIOA funding of \$300,000 and there are 40,000 Urban Indians in Metro Tucson. Offers core, intensive training services that includes TABE, job placement, and case management.
 - F. TANF: Jorge Rivero, Manager, ResCare-Workforce Services, AZ. Clients are direct referrals from D.E.S.

VIII. **5-Minute Break**; 8:44 a.m. to 9:01 a.m.

IX. **Career Pathways Implementation** – Bruce W. Grant, WIB Planning Committee Chair, provided the following information to help everyone understand today’s activity:

For a number of years the WIB has set targeted industry sectors in order to ensure that the workforce system’s investments line up with the region’s economic growth strategy.

During the 2016 September WIB meeting we had a lively discussion about whether these targets are missing key opportunities, for instance, careers that offer realistic entry points and opportunities for advancement, careers in non-targeted industries with skill sets that are desperately needed in the targeted ones.

Since then the Planning Committee has been working on how to refine the way we target investment in training.

We have developed a new framework based on career pathways that support the original target sectors; focus on occupations with enough jobs, sustainable pay, and reasonable entry requirements; combined with a strong new emphasis on career advancement.

During 2016 and 2017 we completed our Workforce Development Plan for 2016 to 2020.

As part of that we conducted an analysis of 10-year occupational projections for the Tucson Metro Area to define demand occupations within five broad groupings:

1. Healthcare, Health Sciences
2. Business Management, Operations, Support
3. Production, Aerospace-Defense, Security
4. Construction, Building/Grounds Maintenance, Installation, Repair
5. Transportation, Material Handling, Logistics

Then we narrowed those groups down to a list of occupations that meet these criteria:

- Educational Requirements at Associate's level and below
- Median Wage at \$33,000 and above
- At least 10 projected openings per year and/or significant rate of growth.

Our vision is that additional target occupations could be proposed to, and reviewed by, the WIB, based on overriding labor-market conditions.

The Local Area would continue approve training programs for non-targeted occupations, but would limit the number of training plans funded outside of the targets.

And, to receive Title I training services, participants will have to show that their entry-level training and employment goals fit into a career pathway leading to a sustainable-wage career at a skilled technician level or above.

This approach maintains flexibility to deal with exceptional circumstances, but drives our overall system toward better outcomes for employers and job seekers based on available data and current best practices.

X. Occupational Groups and Occupations for Training Services – WIB Members' Group Activity – Dorothee Harmon, Program Manager, facilitated the activity.

A. Group Discussions – Started at 9:09 a.m. and ended at 9:40 a.m.

B. Group Lead Feedback

Table 1 – Aric L. Meares, Healthcare, Health Sciences

- Veterinary Sciences – not a lot of activity.
- Social Workers – people don't do pathway but live experiences.
- Massage Therapy – does not makes sense for investment.
- Phlebotomist – but built in to other programs; good stepping stone.
- Didn't have time to look at the cost benefit.
- A challenge will be looking at line by line if we don't understand the amount of training that is required per occupation and use cost as criteria to weigh the program.

Table 2 – Wilette C. Diggs, Aerospace-Defense, Manufacturing, Security

- Each member looked at the list differently.
- One matrix with data would have been easier to read.
- Law Enforcement – Cyber is in business but Cyber is in Security.
- Didn't see any occupations that do not belong on the list.
- Need to train younger, high school to Pima and further on – how can we progress.
- Lori Banzhaf said one was less than 10. May need to raise the bar on the demand.

Table 3 – Liz Gulick, Transportation, Material Handling, Logistics

- Where are the warehouse and fork lift operators?
- On the ETPL there is event manager and design but the wage is \$10 per hour
- Diesel Mechanics – PCC Auto Training; but \$10 per hour
- Ian R. Roark would like to look into the data for the Diesel Mechanics . /Automotive and Diesel there is a common stem and then they branch off to distict training. PCC does not have a Diesel Mechanic specific training program but may be easier it for their downtown campus.
- How many people actually went through the training programs?

Table 4 – Dr. Mark P. Vitale, Business Management, Support, Operations

- Believed the list was too broad and didn't have enough information to decide which Occupations should stay or go.
- Looked at Occupations and suggests one level up of categorization to bring in 5 categories such as Paralegals/Legal.
- Strategic so the first job has a decent wage but General Management – front line shift supervisor – with the idea that the person would advance.
- Computer Support – group them in on category.
- Business Operations and Support – billing clerks, accounting, collectors, payroll, time keeping.
- 2nd space – 5th category Customer Support Roles – call centers but not outbound but in-bound, skilled centers advanced degrees and management tracks.
- Recommend that food service manager be removed because it doesn't seem to fit nor a strong pathway opportunity.
- Recommendations for elimination but not in place to discern levels of quality. 7 or 8 different from the same provider. Another work team should take a hard look because of the vast diversity of providers.

Table 5 – Michael Guymon, Infrastructure-Construction

- Went through the Occupations and looked at those that had more than 15% growth for the next 10 years and most were more than 20% growth.
- Sun Corridor Inc. receives calls from companies who want to locate to Tucson and Advanced Services Centers.
- In 2008, the economy started to wither. There were a lot of people in this industry and were forced to locate out of Tucson to find work. Currently, there are several companies who have needs for skilled employees in this industry.
- We will recommend to the Planning Committee that they look at Landscaping are current training programs that may need to be replaced with the skills that are listed on the data sheets.
- Higher growth rates but listed training programs to be replaced. To train for skills that are in demand.
- A way to calculate a ROI and gather feedback of analyzed data/training.
- Michael Guymon suggested that the WIB needs to see the ETPL and how many people have actually gone through the training program.

Paul Roughton thanked Dorothée Harmon and the staff who helped to put the data together and who are supporting the WIB's efforts for the ETPL.

Paul Roughton also thanked Bruce W. Grant for his work with the WIB Planning Committee.

Charles Casey reminded everyone that staff has been asked to analyze the data that there is a subset of training. PCC may have 100 people go through the training program but the One-Stop may only fund 10 of those individuals. There are several training programs in the community such as the Title I and we are trying to capture all the data.

Paul Roughton confirmed that some of the programs listed

XI. Action Item: To approve Career Pathways implementation that includes:

- ✓ Five Occupational Groups;
- ✓ Occupations List;
- ✓ Four Tier Levels of Training;
- ✓ Eligible Training Provider List (ETPL) guideline that limits non-targeted training to 2 per month; and
- ✓ That the WIB may amend the Groups, List, and Training as needed and include additional occupations recommended by the One-Stop staff ETPL Work Group based on labor market need and common advancement pathways.

XII. Call to the Public

Michael Guymon explained that Site Selectors are individuals who companies hire to help them with relocation and expansion needs. These individuals are extremely important to Sun Corridor Inc. and 2.5 years ago, Sun Corridor bid to have the Site Selectors' Conference to be in Tucson. 45 of the nations' top Site Selectors will be in Tucson starting on Monday, 03/13/17. There is a great weekend of scheduled activities planned and sponsors include Tech Parks Arizona, Pima County, and the City of Tucson. The Conference will be at Starr Pass and ends Wednesday, 03/15/17. It is a conference so there will be 300 out of state visitors from other economic

development organizations and as far as Tallahassee. There are two exclusive dinners planned and Sun Corridor wants them to remember Tucson and have Tucson in the front of their mind.

Ian R. Roak announced that PCC has been removed from all sanctions and it has been announced in the Arizona Daily Star. There was a press conference on 03/09/17 and Lee D. Lambert said that they have risen from a low point and there were a lot of people who were there for PCC including the WIB and the community. PCC may now do what they want and need to do, now that this is behind us.

Paul Roughton thanked PCC and said it is obvious by who has been hired, that the College does care about the people and the community rather than just the school. Such as hiring Regina Suitt and Ian R. Roark.

Lori Banzhaf announced that the Tucson Metro Chamber received its 5-Star Accreditation from the U.S. Chamber of Commerce and only about 1% of chambers in the U.S. earn this Accreditation. Has built an internship program that she will update the WIB on soon. The Chamber has 1,500 businesses involved and received the Core Competency Award for this program at the 2017 Annual W.A.C.E. Conference. The Western Association of Chamber Executives (W.A.C.E.) recognized deserving programs in various core competency areas. Programs nominated for this award should have met or exceeded the chamber's goals and must be able to be replicated by other chambers. Tucson is doing some great things.

Danielle Duarte announced that the Tucson Young Professionals is a group of young business and community leaders focused on the attraction, retention and promotion of young professionals in Tucson. Together they create a voice to help impact the development and growth of Tucson. Returning for its 3rd year, ignite520 is Tucson's premier young professional development summit, loaded with amazing opportunity and enrichment. The event is a two-day event on 03/31 and 04/01/17. Please send your young professional(s).

Kari Hogan announced PPEP, Inc.'s new Youth Center near Pantano and Parkway. They have new programs and an open house is planned for mid-May and everyone will be welcome to tour the facility.

XIII. Next Meeting: April 14, 2017, 7:30 a.m., Pima Community College-Community Campus

XIV. Adjourned: 10:20 a.m.