# WORKFORCE ARIZONA COUNCIL

# EXECUTIVE COMMITTEE

Thursday, November 16, 2023 ‖ 1:00 pm – 3:00 pm

Virtual Meeting via Zoom

<https://us02web.zoom.us/j/6612530414?pwd=WEJaVjcrejRyY1hCTkhUMmFCdGFiQT09>

Meeting ID: 661 253 0414

Passcode: 612238

**Executive Committee Member Present:**  
Chairman Mark Gaspers, Boeing

Vice Chair John Walters, Liberty Mutual

Second Vice Chair Audrey Bohanan, Adelante Healthcare   
Beverly Wilson, Arizona Dept. of Education Core Program - Title II

Angie Rodgers, Director, Dept. of Economic Security Core Program- Title IV  
Karla Moran, SRP

Willard James, Centene  
Larry Hofer, Cox Communications

1. **Call to Order**The meeting is called to order at 1:05pm.
2. **Welcome**Chairman Gaspers welcomes all members of the Executive committee and the public to the Q4 2023 Executive Committee meeting.
3. **Call to the Public**None.
4. **Approval of minutes from the August 31, 2023 Executive Committee meeting**Vice Chair John Walters moves to approve the minutes from the Q3 2023 Executive Committee meeting. Willard James seconds the motion. The motion passes unanimously.
5. **Workforce Report Out, OEO**Stacey Faulkner discusses Workforce development activities. Before Stacey begins her presentation, she acknowledges National Apprenticeship week and shares all the upcoming dates and activities happening around Arizona. See Below:  
     
   11/13/2023- BuilditAZ Press Release

11/14/2023- Apprenticeship Morning Scoop

11/14/2023- ROC Licensed Contractor Forum

11/14/2023- Sundt Construction Tour

11/15/2023 Technology Apprenticeship Accelerator

11/15/2023- Semiconductor Press Release

11/15/2023- Healthcare Workforce Summit and RAP Accelerator

11/16/2023- WECA Open House Events

11/18/2023- Outstanding Apprenticeship Awards Ceremony

* 1. **BuildItAZ Plan**Stacey Faulkner discusses the BuildItAZ Plan, and the initiative to double the number of construction trades apprentices by 2026 with the support of the Office of Economic Opportunity team (OEO) and under the council leadership. There were over 40 individuals from government industry, community based organizations, and educational institutions who joined the BuildItAZ workgroup. Due to the high volume of participants, the workgroup was divided into sub-groups. Those subgroups being, marketing and outreach, policy and governance, employer engagement, career pathways, and grants and funding opportunities. These subgroups were led by OEO team members. The completed plan was sent to Workforce Arizona Council members and can be found on the [ARIZONA@WORK website](https://arizonaatwork.com/sites/default/files/2023-11/BuilditAZ%20Plan%202023-2026.pdf). A few priorities that are now the focus is investing 500,000 in capacity-building for construction trades apprenticeships, which will be targeting expansion of apprenticeship programs and training more individuals. The launch of a marketing and outreach campaign will also begin with an initial 500,000. OEO has a robust write up on how this will be accomplished and will also be reaching out to employers and workgroup members who wanted to participate in providing success stories and additional investments into that campaign. An additional 750,000 will be invested for a new Workforce Development Grant at OEO. The CEO of OEO has been generous to allow this investment from his budget. Another priority is the appointment of 2 additional trades representatives to the Workforce Council, and hoping to appoint by November 30th meeting. In addition to the 500,000 for ADOT’s On the Job Training (OJT) Apprentice Training Program, with the expansion of the I-10, the need for individuals will be high to complete the is work. There will be a Policy Task Force that will be lead by Kennedy Riley, OEO. This task force will take the goals of the policies in the BuildItAZ Plan and will put an assessment together of what needs to be accomplished as a workgroup. If someone would like to get involved please reach out.
  2. **ETPL Workgroup**The Eligible Training Provider List (ETPL) Workgroup is responsible for making revisions to the state ETPL policy. This workgroup has met 4 times since the last quarterly meeting. The policy is being actively revised during the workgroup meetings and consists of various stakeholders such as Title Partners, Service Providers, ETPL Coordinators, and Training Providers. The group anticipates that the policy will be finalized and ready for presentation to the Executive Committee and Full Council during the Quarter 1 meetings in February 2024. However, we don’t want to rush those revisions, so there may be another deadline update if it is not completed.
  3. **Roles and Responsibilities Review**There have been many questions relating the OEO roles and responsibilities, as staff to the Council. Annually OEO and Department of Economic Security (DES) review the responsibilities to ensure they are aligned and accomplishing the same goal. There are 4 new responsibilities that were previously handled with DES that are now transitioning over to the OEO side of responsibilities. The 4 responsibilities are: 4 year WIOA State Plan and 2 year plan modifications, Local Board Local Plan Review and Approval, Local Board Certification, and Statewide Policies. More responsibilities can be found [**here.**](https://drive.google.com/file/d/1bLsFX4H-RN7g1XxylWkWKOxZQ9AdV2qt/view)
  4. **DOL Monitoring Update**Stacey Faulkner invites Anna Hunter to give the DOL Monitoring update**.**Purpose: Determine if the grants/programs are operating in compliance with all applicable Federal laws, regulations, policies, and other grants management requirements; provide and identify technical assistance; and identify promising practices. Link to report found [HERE](https://drive.google.com/file/d/19wvn6ALRp78eDnIme_tvXBrXqpPaJ_FT/view?usp=sharing)
* Dates of Review- July 17 - August 4, 2023
* Sites Visited
  + DES (DERS)
  + OEO (Council)
  + City of Phoenix
  + Maricopa County
  + Yuma County
* Grants/Programs Reviewed
  + WIOA Titles I and III
  + 13 Findings
    - 2 repeat findings
  + 2 Promising Practices
    - Innovative Arizona@Work Resource Page on Job Market Trends
    - Creative Partnership Between Yuma Parks and Recreation Department and Arizona@Work

Finding #1: Noncompliant Rapid Response (RR) System: DES response: concurs with finding and have provided DOL to resolve all issues by Jan. 12th, 2024.

Finding #2: Local Workforce Development Boards are Noncompliant with theSunshine Provision (repeat finding): DES response: concurs in part, some of the items cited by DOL are missing can be found on the local workforce development boards website and ARIZONA@WORK website. DES will provide technical assistance on December 15th, 2023 to the local workforce development boards about compliance with the Sunshine requirements.

Finding #3: Noncompliance with the Stevens Amendment: DES response: DES concurs with this finding and DES will provide detailed guidance on how to comply with the Stevens Amendment to locals and will also provide technical assistance to local workforce development boards on December 15th ,2023.

Finding #4: Lack of One-Stop Career Center Certification Assessments for Comprehensive Sites and Missing AJC Branding Requirements: DES response: concurs and will be resolving these findings by December 2023.

Finding #5: Noncompliant One-Stop Operating Budget: DES response: Yuma County finding and DES concurs, DEs is working with Yuma County to resolve findings by November 2023.

Finding #6: Noncompliant One-Stop Operator Procurement: DES response: DES does not concur with this finding. DES is gathering copies of documents, which show that all 3 subsequently awarded One-Stop Operator contracts were awarded by the local areas in compliance with all federal requirements.

Finding #7: Noncompliant Subaward Agreement, Maricopa County finding, DES response: DES concurs and is working with Maricopa County to resolve findings by January 2024.

Finding #8: Lack of Onsite Monitoring of Subrecipients: DES response: DES concurs and DES will provide an updated monitoring calendar demonstrating a phased return to on-site monitoring and align with staffing considerations. All WIOA fiscal monitors will occur onsite and in-person by May 2024.

Finding #9: Failure to Follow the Audit Resolution Policy: DES response: DES concurs and DES will provide details regarding amount returned and programs it applies to by February 1, 2024.

Finding #10: Lack of Physical Access Requirements and Accessible ADA Equipment at Some Comprehensive One-Stops. Maricopa County and Yuma County finding, DES response: concurs with the finding, and is working with Maricopa County and Yuma County to solicit remediation plans from both counties' local workforce development boards to resolve this finding by March 31st, 2024.

Finding #11: Insufficient Memorandum of Understanding: Maricopa County finding DES response: concurs and is working with Maricopa COunty regarding how to bring MOU up to compliance and providing technical assistance by February 15, 2024.

Finding #12: Failure to Obligate Funds Prior to the Recapture: DES response: concurs in part. A contract that was missing from DOL’s findings has impacted the total calculation, which was re-submitted. DES is currently working to update all policies and procedures to reflect the obligations and requirements as defined by WIOA by January 1, 2024

Finding #13: Lack of Monitoring Statewide Activity Projects (repeat finding): DES response: concurs and is in the process of developing a program monitoring plan that will ensure monitoring of the Governor ‘s Office sub-recipient for the Governor’s set aside funds by June 30th, 2024.   
  
Promising Practices:  
- Promising Practice #1: Innovative Arizona@Work Resource Page on Job Market Trends  
- Promising Practice #2: Creative Partnership Between Yuma Parks and Recreation Department and Arizona@Work

Question:   
Larry Hofer (in Zoom chat): How serious are these findings and are there penalties associated with the findings?  
Anna Hunter: Overall, these findings are opportunities for the system as a whole to provide improved customer service to our clients through ARIZONA@WORK. As of now there are no penalties for the findings and DES will have these findings resolved in the timeframe provided.

Chairman Gaspers: States that the Rapid Response finding is one that the Council will be interested in seeing the response as it has been a heavy focus at this time. What is Steven's Amendment?   
Anna Hunter: Agrees with Chairman Gaspers and will provide the response regarding Rapid Response.  
Nancy Meeden, DES: response to question regarding Steven Amendment. It was passed by Congress and requires DOL and Department of Education grantees to provide transparency regarding the funding received.   
Chairman Gaspers: Acknowledges the need to comply with finding #10, however expresses concern with supply chain issues on the date, but wants to act with all urgency on this finding. If there are supply chain issues or contractor/labor availability please make the Council aware.   
Anna Hunter: DES worked closely with Maricopa County and other workforce development boards to develop this timeframe. However, we can certainly provide an update if issues arise and the timeframe isn’t realistic.   
Chairman Gaspers: On the repeat findings in #2 and #13, just there will be a plan so that they do not arise again.   
Anna Hunter: Yes.

* 1. **Council Annual Report**

The Executive and Full Council have received a copy of the PY 2022 (July 1, 2022 - June 30,2023) Annual Report. This report encompasses data from PY 22 covering participants served, money spent on services, business services, and community colleges. This program year, ARIZONA@WORK served 89,559 job seekers. As required by A.R.S. §41-5401(C), a report will be submitted on December 1, 2023 to the Governor, Senate President, Speaker of the House, and Director of the Joint Legislative Budget Committee.   
Please reach out to Kennedy Riley if you have any questions.

* 1. **AZ Quest**15 million Disaster Recovery Grant, AZ Quest, was received in September 2022. OEO submitted the proposal and was permitted as a passthrough for 6 areas.   
     As an update, Cochise Community college, wants to withdrawal due to leadership structure. A little over 3 million dollars will be needed for repurpose. There are 3 items that the 3 million dollars can be used toward for great opportunity:  
     Develop or Expand Strategic Partnerships  
      labor unions  
      employers  
      rural communities

Community and Participant Outreach  
 outreach campaign

Business Engagement  
 work-based learning, RAP’s  
 high quality jobs  
 sector- based approaches

Currently still in the grant are Yuma (ARIZONA@WORK and ARizona Western College), City of Phoenix, Mohave/La Pas, and Pima County. The grant expires by September 30. 2024. Currently, the grant needs to be begin to expend the funds and doing more enrollments. In the next upcoming couple of months, if there is no progress, an extension for the grant may need to be submitted. However, it is DOL’s decision whether to allow the extension or not.   
  
Question:  
Beverly Wilson: Are any of the title partners eligible to apply for these unused grant funds? Such as Title II?  
Stacey Faulkner: Yes, please reach out to me and we can discuss further. I will need to send a revised scope of work and revised budget narrative to DOL for final approval. Once we determine where the remainder of that money will go.  
Director Angie Rodgers (in Zoom chat): Can you summarize the purpose of the grant? What types of disasters?  
Stacey Faulkner: This was a specific COVID-19 recovery grant. This is for individuals that have been impacted by COVID-19, whether it was impacted by 1 day to take care of a family member and their job was harmed or impacted for a week due to lack of child care. The eligibility criteria is very open and each of the areas have the ability to revise their eligibility policies for this grant. DOL gave full flexibility to make it almost impossible for an individual to not qualify.

* 1. **NTN Local Plan Approval, Vote**NTN Local Workforce Development Board, the fiscal agent will be OEO and that will be effective July 1st, 2024. The OEO team will serve as NTN fiscal agent and will work directly with the 13 tribes on everything fiscal, compliance and contract related. Letters were sent out to the 13 tribes for the CEOS to approve the designation of OEO to be the fiscal agent. The deadline would be end of December 2023 to submit back to DES.  
       
     The Local Plan was conditionally approved at the Q2 Full Council meeting pending CEO approval. The CEO has signed and given approval, and the final draft with documentation of that approval was submitted to DES on 10/3/2023.   
       
     Action: Move to approve the NTN Local Plan as presented to the Full Council. Karla Moran moves to approve the NTN Local Plan, and Audrey Bohanan seconds the motion. Motion passes.

1. **Workforce Projects, OEO**
   1. **Integrated Data System Presentation, Ferris Ramadan**Background information: Laws 2016, Chapter 372 established the Workforce Data Task Force to support the evaluation of workforce and education programs. The Office of Economic Opportunity (OEO) established the Integrated Data System (IDS). The IDS is a longitudinal data system that connects and links administrative records. While the data already exists our system uses data matching to combine them to evaluate the programs. As of the today the system includes 2 community college districts (Maricopa Community Colleges, and Pima Community Colleges) and 4 state government systems (DES AJC, DES VR, DES UI Wages, and ADE Adult Ed.). Allowing the ability for IDS to evaluate the systems overtime to answer more data driven questions with greater accuracy. Two important components of the IDS: Data are *exclusively* used for statistical analysis and research may be conducted by OEO staff and external parties.   
      Design and Accessibility:

IDS is hosted on the Google Cloud platform. OEO uses NIST guidelines for information security and project proposals are approved by the data owners.   
In order to initiate a project, the OEO has a Project workflow:

Parties sign data use agreement that complies with federal regulations

OEO prepares anonymized data needed for the project

OEO provides secure access and workspace for analysis

OEO reviews & screens output for disclosure risk

Longitudinal data systems created in other states:

Emphasis on evaluating benefit for vulnerable / high-risk populations.  
Title I program participants experienced a 14% decrease in overall employment 32 months after exit (Ohio Office of Workforce Transformation)

Active Projects:  
 Workforce Effectiveness Advisory Committee:  
 - Established by OEO Director to streamline evaluation of workforce development programs

Support external program evaluation with data source partner (*December 2023*)  
 Validate and expand IDS data matching methodology (*February 2024*)

Develop an IDS Research Agenda (*March 2024*)

Identify and communicate priorities for workforce development on the IDS for 2024-2028

Emphasis is identifying agency priorities (e.g. key questions, activities, ethical considerations)  
 Equity: backgrounds, experiences, opportunities, and access  
 Predictive analytics: positive and negative outcomes   
 Subject matter experts from OEO, DES, ARIZONA@WORK & partner agencies

Workforce Development evaluation (*April 2024***)** ARIZONA@WORK Title I Adult participants  
 Evaluate industry of employment   
 Longitudinal performance outcomes & completion rates   
 Identify predictive wage features to identify higher areas of impact   
Questions:  
Chairman Gaspers: What is the flexibility to pull from other sources?  
Ferris Ramadan: Vignesh Sukumaran has been working on this project and there are some statues and mandates to give the data and some agencies are not required.. Currently, we must reach out individually to ask for that data and get other agencies engaged. A big focus is to show how powerful this system can be and getting projects out the door. Once there are projects to show as rapport and point to, hopefully that will get more engaged and integrate other sources to expand and begin more evaluating on a bigger scale.

* 1. **Training Effectiveness Project Update, Rachael Tashbook**The statewide Eligible Training Provider List (ETPL) includes eligible training providers and training programs that are approved by both the Local Workforce Development Areas (LWDAs) and DES to provide training services to eligible WIOA participants. Training programs must meet state and local requirements of in-demand industry sectors and occupations in Arizona, and result in a recognized credential. Main Focus today will be ETPL piece for adults looking for ETPL training.

The ETPL is designed to provide WIOA participants with a wide range of training options. It ensures that the training providers listed meet certain quality and performance standards. This would be initial eligibility and the programs need to meet continued eligibility to stay on the list. This can also be used by the State Workforce Council, DES, and local workforce board to support better employment and wage results for Arizonans in need of workforce services. By enrolling people in training it can help people get better jobs with better wages to provide more stable employment.

This can be done by Governing bodies that are required to ensure that minimum performance levels are met for initial and continued training provider eligibility. Further, governing bodies may provide tiered resources to help improve employment and wage outcomes. If a training program is not helping individuals, there is a review to ensure continued eligibility.

One area that can be difficult when measuring performance is identifying and accounting for barriers that participants in training programs face. Example, many participants may be homeless, or single parents… and these training providers may not be able to control, and this must be taken into account. OEO is developing a means to help state and local policy makers, policy enforcers, and training participants have a better understanding of which programs are most impactful. This data can be used as a tool to help the workforce system better utilize training program that provide the best employment and wage results.

Some questions that are being asked when evaluating training providers, and whether a program is successful, we need to know:  
- How do we fairly identify what is a problem with a training program versus uncontrollable circumstances?

-How do we assess training programs if the economy is bad or their participants have a lot of barriers?   
 - How do you fairly assess training programs focused on retraining individuals who are already employed, but looking to improve their skill set?

- What do we do when we identify that, despite these nuances, a program is performing especially well or especially poorly?   
  
The solution is to develop a customized effectiveness evaluation model. This would be accomplished by basing effectiveness off of the unique participant and economic characteristics of each training program after participant’s exit Title I B Adult Services.  
  
Example: if a given participant enrolled in a specific training: Is homeless, the program would be expected to have lower performance outcomes. Or, lives in a community that needs a lot of this occupation, that could increase expected employment level performance outcome. What is the realistic outcome of these barriers? And those need to be taken into account. The evaluation model will take into account all the variables and come up with an unique performance expectation for each training program.

The evaluation model estimates the effectiveness of the training programs offered on the ETPL based on three measures:

Employment 2nd Quarter after Title I Adult program exit

Employment 4th Quarter after Title I Adult program exit

Wages 2nd Quarter after Title I Adult program exit

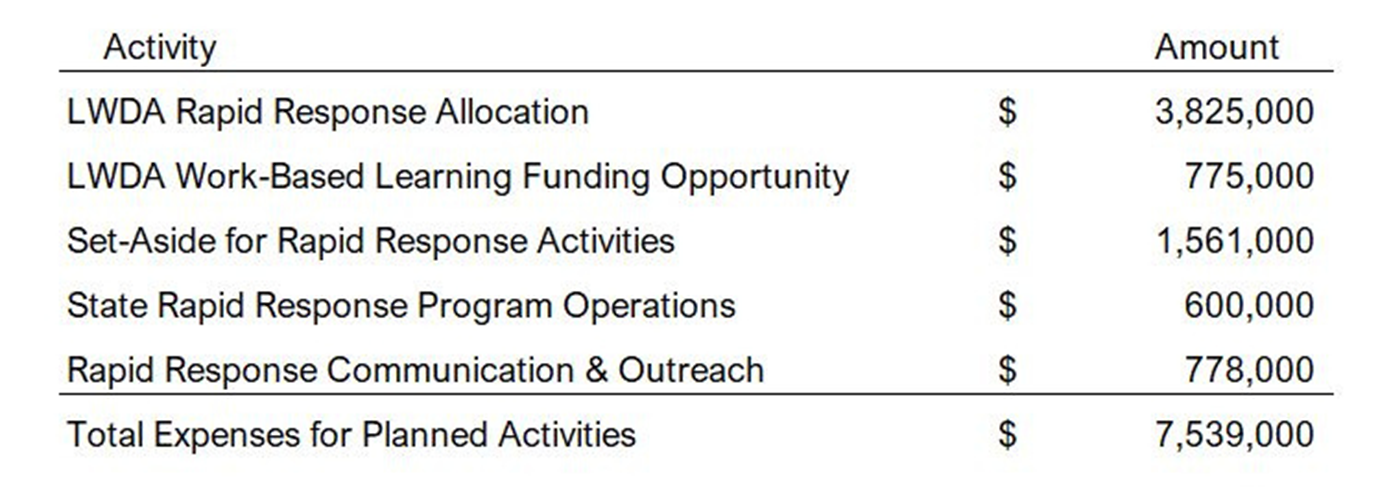
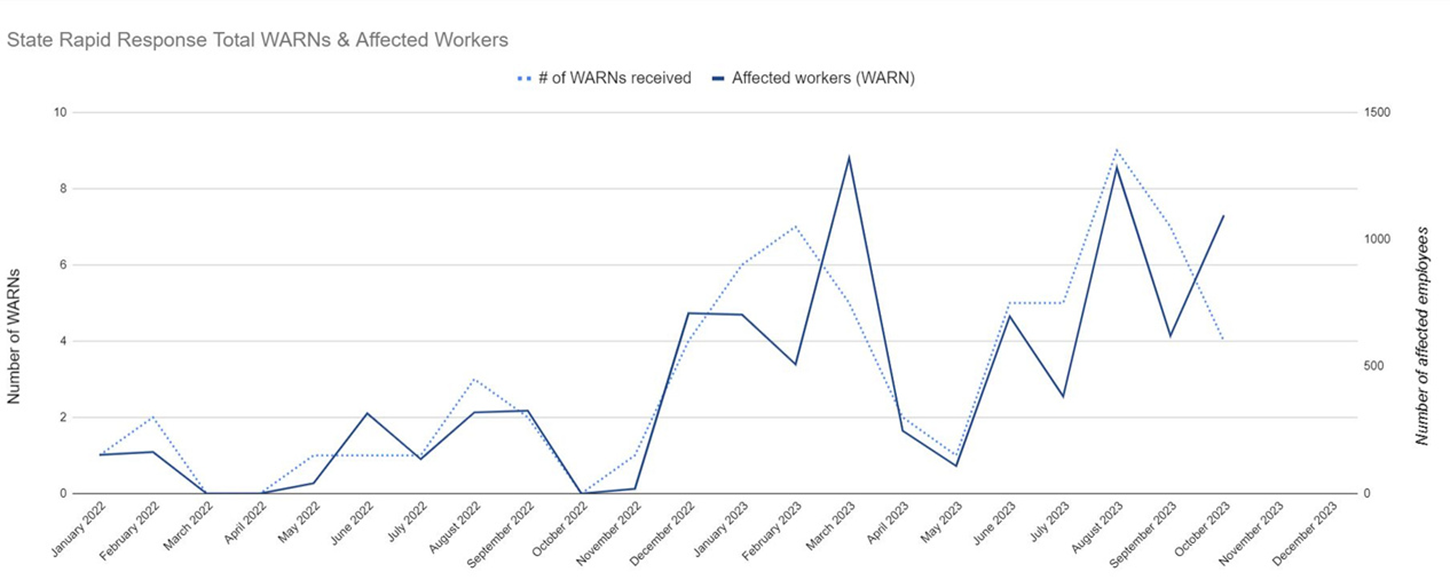
From here, the programs are taken and separated into 3 categories: exceed expectations, met expectations, and below expectations.

There is a first draft of this model and receiving feedback from DES and leadership of local board directors, ETPL coordinators. However, we are still gathering feedback on this model. Currently have a model that uses 3-years of performance data to evaluate effectiveness of programs in serving Title I-B Adult Participants. And continuing to test the efficacy of the evaluation model. In addition, hoping to gain further feedback from state and local partners. As the model is tested, building tools that would make the data accessible and usable to partners.

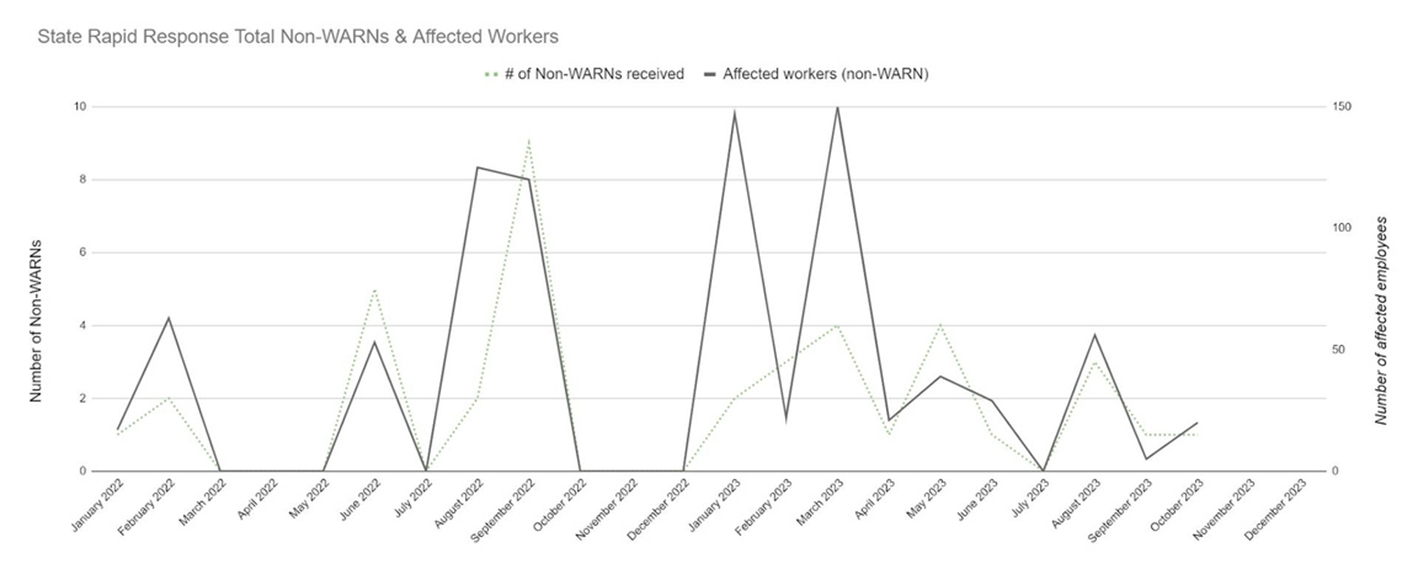
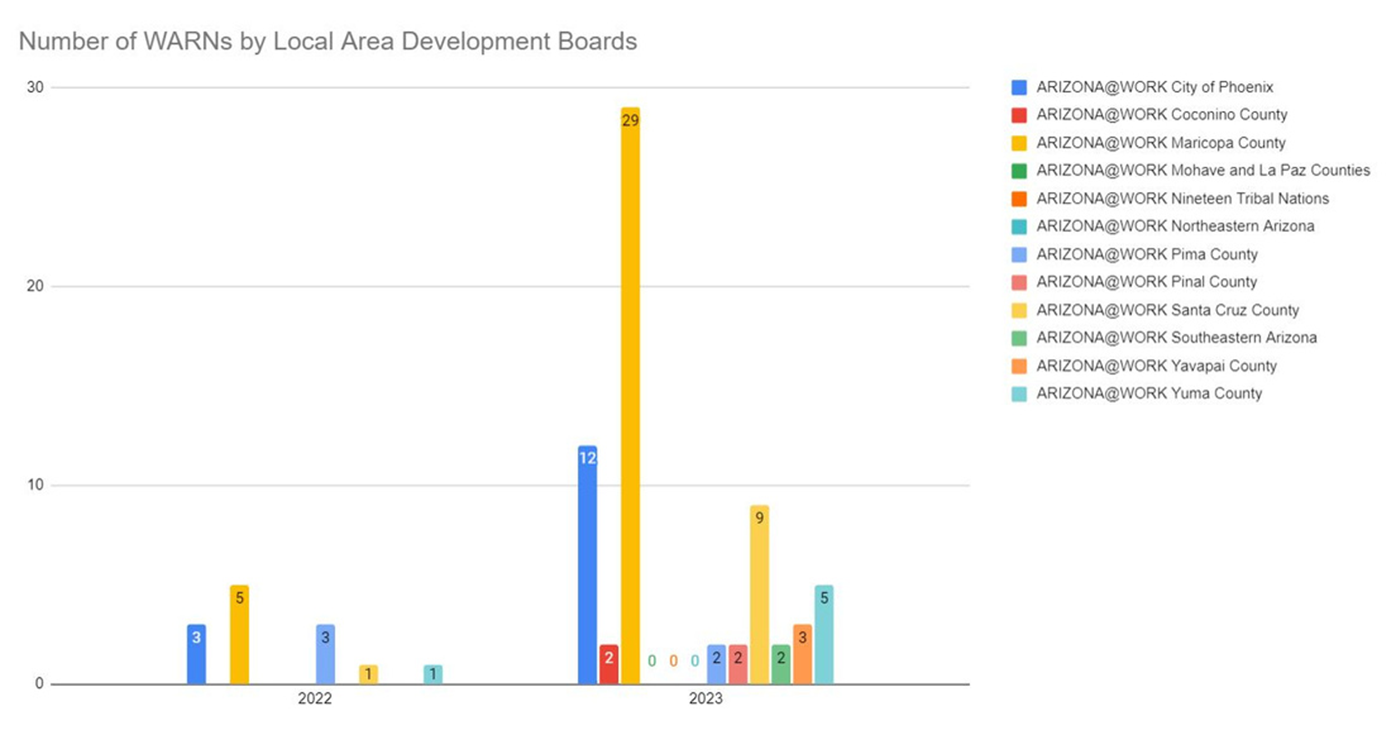
In conclusion, The ETPL is a key tool for improving employment and wages for Arizona’s job seekers. The ETPL won’t be used effectively if there isn’t clear performance analysis on the training programs. The results of this study will help stakeholders including the State Workforce Council, DES, LWDB, education providers, and students to use the ETPL as intended.   
  
Questions:   
Angie Rodgers: Is the intention to measure performance against each other or if an individual, are we comparing current performance to benchmark on future performance?  
Rachael Tashbook: Currently, the model works that each training provider and program would be compared with their own participants and not compared to other training programs and participants.   
Angie Rodgers: Second question: Can the model accommodate not only employment after Q4 or Q2 but employment in industry, to ensure that the training is getting the individual a job in their field?

Rachael Tashbook: At this point, we don’t the method to do that, but we can keep our eye out to create that in the future.

1. **Rapid Response Update-Anna Hunter, DES**  
   DES has moved to an ALERT system to better respond to rapid response needs. DES has initiated 2 funding alerts (July 10, 2023): allocated to LWDAs intended on focusing on work-based learning (WBL) capacity building and program enhancements. Feedback received was that there was no infrastructure to establish work-based learning initiatives. These allotments have been given:   
   $125,000 - Initial Allocation (Rural LWDAs) and $100,000 - Initial Allocation (other LWDAs).  
     
   The second funding ALERT issued (October 20,2023): Rapid Response allocation increased to LWDAs and removing focus/requirements on WBL and associated capacity building. Established $775,000 availability for LWDAs to apply for WBL focused funds. Issuing first year Rapid Response dollar and increasing funds already provided.   
     
   Increase of $200,000 to all LWDAs. $325,000 - Total Rapid Response allocation (Rural LWDAs), $300,000 - Total Rapid Response allocation (other LWDAs), $775k - Funding Opportunity - LWDAs may apply for additional Rapid Response funding focused on establishing new, or expanding current, WBL programs.   
     
   1st Year Rapid Response Dislocated Working (DW) Budget PY 23/FY 24

$7.539 M Total State 1st Year RR DW Funding  
 LWDA Funding Allocations released on Alert 23-001 (PY23/FY24 LWDA WIOA Title I Funding Allocations) and Alert 23-002 (PY23/FY24 Rapid Response Funds).   
Should LWDAs require funds beyond the available base funds to conduct rapid response events, please continue to submit requests using the process identified here: [Request for Rapid Response](https://des.az.gov/sites/default/files/media/900A-LWDB-Request-For-Rapid-Response-Funding.pdf?time=1695675374151).  
  
Total WARNS & Affected Workers January 2022-October 2023   
 

Total Non-WARNS & Affected Workers January 2022-October 2023

 WARNs by LWDB January 2022- October 2023   
  


Questions:

Chairman Gaspers: On Rapid Response Communication & Outreach, presumably if the Rapid Response was issued there was already a WARN, is that correct?  
Anna Hunter: There are WARN and Non-WARN activities have increased and the graphics will show that. DES is able to provide services to dislocated workers, both in WARN and in Non-WARN situations.  
Chairman Gaspers: How much of the communication plan and dollars aspect if there is a focus on Non-WARN?   
Anna Hunter: This is programmatic, its the idea that outreach and messaging. The opportunity to understand what Rapid Response is, but an opportunity of how ARIZONA@WORK can support, specifically in dislocated workers situations, and to not put any more burden on employers who are in this unfortunate situation, where they are having to lay off workers, but an opportunity to wholistically provide more information to allow support at the local level across the state.  
Willard James: What happens to unused funds from the budget?  
Anna Hunter: All the WIOA dollars that DES receives are 3 year dollar. The state collectively under ARIZONA@WORK has 3 years to spend every federal dollar that is received to run the program.

1. **State Plan Update- Sara Agostinho, DES**State Plan submission date is March 4th, 2024. The opportunity to communicate the state’s vision for delivering services to shared customers of the state’s workforce development system:

Four-Year Strategy  
 Operational Plan for implementation  
 Coordination across Title I, Title II, Title III, and Title IV  
  
State Board, Workforce Arizona Council, must assist in the development, implementation, and modification of the state plan   
 Alignment to WAC strategic plan  
 Participation in Goal & Strategy Sessions brining more together to explore economic workforce analysis  
 Review of complete WIOA State Plan (*February*)

Some engagement opportunities:  
 - Contributor Roles & Project Outline Kick-Off (*Nov. 7th & 8th*)  
 - WIOA State Plan Development Sessions - *Please join!*

Tuesday November, 28th - Pima Community College (9:30am-4:30pm), Tuesday December 5th- High Country Motor Lodge (9:30am-4:30pm), and Thursday December 7th- Maricopa County East Valley Center (9:30-4:30pm).   
  
WIOA Planning Priorities: Planning requirements aim to foster better alignment of federal investments across job training and education programs:  
  
1. Leveraging historic infrastructure investments

2. Investments that prepare workers for quality jobs

3. Data-driven decisions

4. Investing In Youth

5. Equity in service delivery and educational programming

6. Enhance supportive services offerings

7.Strategic partnering

Opportunities:

* Statewide, systems-level partnerships
* Worker-centered, industry-driven career pathways
* Equitable access to resources, programs, and wraparound services
* Enhance data-sharing systems and practices
* Prepare Arizona's youth for success in the workforce

Comment:   
Chairman Gaspers: Thanks all who have participated in the State Planning process. Stakeholder notifications have gone out and it is great to see that opportunity for individuals to participate and looking forward to reviewing before March deadline.

1. **2024 Convening , Oleg Shvets, OEO**The location will be Gateway Community College, Central Campus, 1245 E. Buckeye Rd. Phoenix, AZ, 85034 on January 11th, 2024.  
    The main focus for this convening will be connecting industry with workforce and education. Many industry participants will be invited.   
   Agenda:  
   9:00 am - 9:30 am – Welcome, Opening Remarks​  
   9:30 am - 10:30 am – Business and Industry Panel   
   10:45 am – Noon – Industry Breakout Session  
   Noon – 1:00 pm – Networking Luncheon/Awards Presentations  
     
   Registration will be open in December.

Comment:   
Chairman Gaspers: The intent is that we know the great work that is happening, and this session is meant to bring those companies together to have an experience and examples of how they can connect with local areas and education panthers to provide more solutions for fellow Arizonans.

1. **Workforce Arizona Council Member Roundtable Discussion  
   a. Call to Business and LWDB training needs**Chairman Gaspers opens the floor Roundtable discussion.   
   Comment:  
   Vice Chair John Walters: shares a few thoughts on the conversation today. Engaging youth to move the state forward and to get the workforce development moving forward. How do we better engage youth effectively at state level and even further back.  
   Oleg Shvets: We have invited a member of the department of education to sit on our panel who works specifically with CTE and students. This member will be discussing student organizations and how to work with companies to allow opportunities to meet directly with students in high school programs specifically in their industries for better connection.   
   Stacey Faulkner: OEO team in partnership with DES are doing alot of education and working with partners at CTEDs on pre-apprenticeships on youth populations.   
   Chairman Gaspers: Boeing has had a lot of attention and could not be achieved without Maricopa County Community Colleges. We have seen great success in other states and talking with CTE programs on manufacturing programs. We recently celebrated our 1,000th hire out of Junior/Senior year in highschool. The real value is investing in the student and education as a partnership.   
   Will James: Relating to convening, there are other industries that are going, and want to ensure that is aligned with the Strategic plan and the in-demand industries, and to ensure it is aligned to those.

Chairman Gaspers: We ensure that with the facilities and items that are wanted to be seen, we have time to shape the invites to be inclusive.

1. **Adjournment**Second Vice Chair Audrey Bohanan motions to adjourn the meeting. Vice Chair John Walters seconds the motion. The motion passes. Meeting is adjourned at 2:30pm.

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Executive Committee and to the general public that the Committee will hold a meeting, open to the public, on Thursday November 16,*  ***1:00pm.*** *via Zoom. For more information, please call (480) 798-4809.*

*Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Committee members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 100 N. 7th Avenue, Suite 400, Phoenix, AZ 85007.*

*Under A.R.S. § 38-431.03(A)(3), the Committee may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.*

*At its discretion, the Committee may consider and act upon any agenda item out of order. Members of the Committee may appear by telephone.*