



## **WORKFORCE ARIZONA COUNCIL Full Council**

Thursday February 23rd, 2023 1:00 pm – 3:00 pm  
Hybrid Meeting via Zoom and ACA Conference Room, 100 N. 7th Ave., Phoenix  
<https://azcommerce.zoom.us/j/97203654657>

### **Members Present:**

Mark Gaspers, Chair- Boeing  
Audrey Bohanan, Adelante Healthcare, Chief People Officer  
John Walters, Liberty Mutual  
Dennis Anthony, APS  
Michelle Bolton, Intel  
Larry Hofer, Cox Communications  
Scott Holman, TSMC  
Shawn Hutchinson, Phoenix Electrical JATC  
Willard James, Centene  
Karla Moran, SRP  
Brian Rice, HonorHealth  
Stephen Richer, Maricopa County  
Sandra Watson, Arizona Commerce Authority  
Thomas Winkel, Arizona Coalition for Military Families  
Daniel Witt, Lucid  
Cathie Raymond, Arizona Dept. Education

### **Members Absent:**

Greg Anderson, Summit Healthcare Services  
Danny Seiden, Arizona Chamber of  
Commerce  
Jackie Elliot, Ed.D., Central Arizona College  
Randall Garrison, FenTek Industries  
Todd Graver, Freeport McMoRan  
Alexander Horvath, Tucson Medical Center  
Kristen Mackey, Dept. Economic Security  
Debra Margraf, National Electrical  
Contractors Assoc.  
David Martin, Arizona General Contractors  
Bobbi D. McCormack, CP North America  
Supervisor Bill Gates, Maricopa County

### **1. Call to Order**

The meeting is called to order at 1:08pm

### **2. Welcome and Success Story**

Chair Mark Gaspers welcomes all committee members and the public to the 2023 Q1 Full Council meeting. This meeting is being recorded to ensure all information is captured.

#### *ARIZONA@WORK-Yavapai County Success Stories*

*Candice S. had a dream of becoming a Cosmetologist, but never thought possible due to expenses. She visited with ARIZONA@WORK-Yavapai County and worked with the Title I NACOG staff. They assisted her with research in this career pathway, potential employers to interview, developing her short/long term goals and resources of various training providers available. Candice was able to attend and successfully complete Cosmetologist training due to services and funding received. Now, Candice owns a successful salon in the Verde Valley and owes her success to having the ARIZONA@WORK-Yavapai County team to believe in her and assisting financially to gain her success.*

*Andrea S. first learned of ARIZONA@WORK-Yavapai County services as a youth. She took part in the Summer Youth Employment and Training Program and was matched up with the Cottonwood Chamber of Commerce to gain work skills for her future that paired well with her career pathway. Andrea graduated High School, went onto college, and gained permanent employment. Like many youths, Andrea wanted to explore more than just her hometown and moved to a nearby city. After experiencing city life, Andrea found herself back in*

*her hometown. She returned to ARIZONA@WORK-Yavapai County for assistance with further job training. Coincidentally, the Cottonwood Chamber of Commerce had an on the job training opportunity in a management position. Andrea successfully completed the on the job training, and now is currently the Cottonwood Chamber of Commerce Director of Operations.*

### **3. Call to the Public**

Teri Drew - update on AZ Workforce Association. Teri wanted to remind the Council that the Association has been moving forward since 2001 and represent 9 local areas in the State of AZ and have a common mission to work on best practice when working on problems and solutions, as well as being innovative. Some innovation this year has been developing a 'White Paper.' and we know that there have been significant changes in leadership at the state level. The White Paper will demonstrate the work of the WIOA from across the state and discuss the challenges that we have as a state in terms of labor shortages and most recently identify recent data changes daily. 233,000 jobs available with 198,000 applicants available to take those jobs. AZ Workforce Association realizes that there is a need for development of labor opportunities in Arizona. Terri thanks Stacey Faulkner for meeting on a regular basis to give OEO and ACA updates, and Sara Agostino for helping with strategies and goals to carry the system forward.

Chairman Gaspers: Thanks Teri for her hard work and sharing that update during public comment.

### **4. Approval of minutes from the November 29th, 2022 Full Committee meeting**

John Walters moves to approve the minutes from the November 29th Full Council meeting. Cathie Raymond seconds the motion. The motion passes unanimously.

### **5. Apprenticeship Presentation**

Chairman Gaspers: Thanks Erin Gallagher for her help with scheduling the individual 1:1 Council member meetings. Chairman Gaspers has appreciated everyone's commitment and time during these meetings. These have been helping to give more background and knowledge on member's expertise, and what the members would like to see from the Council moving forward. Chairman Gaspers would like to do similar touchpoints with the Local Areas in the second quarter. From these meetings, the importance of apprenticeships, the need for apprenticeships, and the support of apprenticeships in Arizona was a common theme. Thanks Dennis Anthony and Willie Higgins for their expertise and presenting to the Council on Registered Apprenticeships.

Dennis Anthony, Manager of Technical and Safety Training at APS, Chairman of Arizona State Apprenticeship Council, updates the council on the work that the apprenticeship office is accomplishing along with the economic security office, with Willie Higgins, who has done wonderful work for the state of Arizona.

Apprenticeship numbers: 5220 registered apprentices in 12 different industries. 240 active programs in 110 occupations. Currently, planning expansion and outreach:

- Healthcare Accelerator with Maricopa County and a National Intermediary Healthcare Career Advancement Program November 2022 more planned in 2023.
- Manufacturing Accelerator with Maricopa County and Arizona Manufacturing Expansion program March 8, 2023.
- A Child Care Development Program with Central Arizona College in collaboration with DES Child Care Agency had recently been registered.
- Apprenticeship Team is co-hosting with Fresh Start Women's Foundation and the Women's Bureau San Francisco Office for an event listed as Career Jumpstart for Women on March 10, 2023

- State Universities are working with the Apprenticeship Office on a Teachers' Program. NAU, ASU, and GCU are all actively engaged.
- Community College partners Arizona Western College, Pima CC, Central AZ College, and Gateway CC are all Intermediary sponsors of apprenticeship.

Willie Higgins: discusses the background, and shares that the active registered apprenticeships were created under bill by Gov. Osborne in 1941 in the state of Arizona. Since October 1, of the fiscal year, using the rapid system which is a registered apprenticeship partner system for the DOL. It was found that there are 1220 apprenticeships, and the numbers for registered apprenticeships has even grown as of this morning from 5220 to 5240. Grateful to be working with the Council and to make more apprenticeships in Arizona.

Thomas Winkel: makes a comment and shares his appreciation of Dennis Anthony and Willie Higgins' hard work, and efforts in outreach, especially with veterans that have transitioned out.

Chairman Gaspers: thanks all the work Dennis and Willie accomplish and how the Council can best support.

## 6. Workforce Report Out - Discussion

Chairman Gaspers welcomes the newest members of the Workforce Arizona Council, Scott Holman with TSMC, Michelle Bolton (Intel), Daniel Witt (Lucid), and Shawn Hutchinson (Phoenix Electrical), Shawn Hutchinson (Phoenix Electrical), Danny Seiden (Arizona Chamber of Commerce), and Stephen Richer (Maricopa County). There is 1 workforce vacancy, recommendations have been sent to Boards and Commissions and waiting to hear back to move forward with the application process. There are 2 vacancies in the balance of membership. One being Jeff Fleetham, who has retired at the beginning of February, and we wish him the best of luck. There is still 1 CEO vacancy.

Scott Holman: Director and Head of HR at TSMC in Arizona, been in the semiconductor industry for 35+ years, lead several HR organizations, 22 years at Intel, about 7 years at Micron in Boise, ID, and relocated to the Valley last October. Scott has spent 20 years here in the valley previously, and back now to support TSMC. Scott shares that there is workforce needs and he is excited to be given this opportunity to be part of this council, and hoping to find jobs and create opportunities for all.

Michelle Bolton: Director of Government Relations for both Arizona and New Mexico for Intel and resides in Arizona. Michelle has spent nearly 30 years in government affairs and has had positive interaction with the Department of Commerce (preceding ACA). Michelle is very excited to be a part of this group and all the sharing of knowledge.

Daniel Witt: State and Local Policy for Lucid. Some background experience, Daniel has 10 years' experience with EV industry, including Tesla for 7 years and assisted with the battery site factory in Reno. Also, Daniel has experience with various educational institutions that work on building workforce. Currently, Lucid has a large investment in the Casa Grande area and is very close to tripling their facility size. Daniel sees the need for workforce and is looking forward to being part of the Council to support that growth.

Shawn Hutchinson: Director of PHX JATC apprenticeship program and on the Local Workforce Board Member at Maricopa County. Shawn has been involved in the workforce and apprenticeships. Shawn graduated from an apprenticeship in 1995, and began teaching the apprenticeships in 1996. A non-profit registered program and has been with the state of AZ since 1943, and hoping to expand numbers to ensure there is a workforce for the future. This apprenticeship program is one of the largest apprenticeship programs in the state, with just over 700 apprentices, and many are learning their trade at TSMC, Intel, Lucid. Shawn continues to share that there has been expansion to a second campus with expanding labs, and hands-on experience, and work practices of the many up and coming industries that are coming to Arizona. Shawn is happy to be on the board.

Chairman Gasper: Thanks the new members of the Council and looks forward to working with them and learning more from the new members. Workforce vacancies, there have been several recommendations made, however, waiting to hear back from the Board and Commissions. Hopefully by 2nd quarter we will have more to share for individuals joining the council as well.

Stacey welcomes Sara Agostinho, with the Department of Economic Security (DES), she is the newest Program Oversight and Support Administrator. Sara will be the main point of contact within the Department of Economic Security for information on or about the public workforce system. She will be responsible for coordinating federal and state workforce activities and technical assistance, and to cultivate relationships with federal, state, and local partners and convene cross-agency operational meetings. Sara looks forward to extending assistance to the local areas and support as we continue to grow our partnership and focusing on state plan development with a strong focus on stakeholder engagement.

Stacey welcomes Kolu Wilson, she will be an addition to the Office of Economic Opportunity. Kolu is the Workforce Administrator for the OEO team. Kolu has served in this role a year prior, she previously was working at Amazon, where Kolu worked on national workforce programs. Kolu is looking forward to bringing back the knowledge she learned from the industry side and the workforce needs. Kolu will be focused on the industry partners and businesses in supporting ACA's workforce strategy. In addition, Kolu will be helping support Arizona workforce strategies, working on pipelines, and forming economic development in the state. Her main responsibility will be tackling workforce issues and challenges from the vantage point of business and industry. Identifying trends and best practices that aid Arizona in producing large scale talent pipelines for target industries. As well as, leverage issues and learnings from ACA customers to inform economic development and workforce development.

#### Projects and Events

- WestMec – Office of Economic Opportunity (OEO) recently invested \$250,000 to Career Technical Education (CTE) programming. This is a workforce initiative that will focus on curriculum programming for new programs that will support industry and labor market projections, specifically with semiconductor manufacturing, and electric vehicle lithium battery manufacturing. Both of these will be delivered at CTED, local high schools and CTE locations statewide. This will cover the cost of curriculum, new program equipment, supplies, and our teachers.
- Broadband- OEO will be investing \$300,000 in broadband fiber optic training partnered with Arizona Western College and Yuma County. This will provide fiber optic tuition assistance, work based learning, paid training, job placement, and support services. Work towards serving local employers in the area, APS, Spectrum, ALO, CenturyLink.
- STEM- invested \$100,000 in partnership with the SCI Tech institute. The intent is to forge a dynamic statewide network of regional workforce hubs to connect local educational, civic, and community institutions, those in our ARIZONA@WORK network, regional workforce centers, and organizations and employers. We want to ensure this investment reaches our youth and underserved populations.
- Northern Arizona Research- Invested \$100,000 for a research project. There are several counties in Northern Arizona that are facing closure of coal fire powered plants as soon as 2024. This would help some of our employers consider locating to those regions, and where potential new programming can be built out and best satisfy their recruitment. These closures will result in 500 direct jobs and 50 million in annual wages. If this is done correctly, this will help with employer recruitment efforts and aid in efforts to diversify the areas' economic base before the closures take full effect. Currently in the procurement

- process with this project.
- ElevateEdAZ- Arizona Commerce Authority (ACA) has invested \$5 million in partnership with Phoenix Chamber to support an initiative that will prepare individuals with college careers with stronger alignment between education, business, and industry as well as the community. The OEO workforce team will be heading this project. We have intertwined Advanced Career Readiness Credential (ACRC) in this initiative to help students obtain that credential.
  - Good Jobs Academy- OEO workforce team will be applying for this, given the opportunity to submit an application for the Good Jobs Academy. The department of labor is launching this initiative and designed to take immediate action in reaction to the USDOL Good Jobs Initiative. It will allow the opportunity to invite teams representing states, tribes, local boards, other state boards, etc. that will help us develop strategies and action plans that would address equities in focusing on improving job quality and employment opportunities across many sectors and stakeholders. Stacey reached out to Local boards who may have interest in joining the application, and taking the lead in partnership with DES, and we should be able to submit an application and move forward with focus on the semiconductor industry. Hoping that this application will be submitted in the next few short weeks.
  - 2023 Arizona Workforce Summit- DES awarded OEO and the Council funding to put together a 2 day summit that will focus on workforce development, education development, and economic development. Hoping to educate and innovate about workforce development, policy, advocacy, and understand the purpose of the council structure, board structure, how it all fits together, and walk away with best practices on highly performing boards. June 29-30th, held at the Desert Willow Conference Center. We will be sending a Save the Date and a registration link, anticipating about 300 attendees each day., but the focus will be on WAC and LWBD partners.
  - ACRC- Andy Ridley, OEO, has been digging into ACRC from an employer perspective and he is recreating the occupational profiles to support employer efforts. This will help guide employers to the use of the ACRC program. Yuma County has been a tremendous partner. They hosted a webinar where employers and businesses can learn how to benefit from the ACRC program. Thank you to Yuma County.

#### Conferences

2023 NAWB Forum and Trailblazer Awards- March 25th-March 28th in Washington D.C. Stacey and Krista McGarvey will be attending this conference. Looking forward to learning more about policy initiatives and trends across the nation and deepening the understanding further of WIOA law and how it is applied. They will be giving out the Trailblazer awards to acknowledge the most innovative and impactful work being done by workforce boards and partners. Best of luck to Pinal County and Pima County who have submitted for the award this year.

2023 National Governors Association Winter Symposium- Chairman Mark Gaspers, Stacey Faulkner, Nancy Meeden (DES), and Robert Garcia (ACA/OEO) attended the National Governors Association (NGA) Symposium in Washington, D.C. This symposium brought together state leaders to carry out the governor's visions and goals of the workforce and development systems strategic investment, and administration and oversight of federal and best practices for state workforce programs.

State Plan 2024-2027 with partnership of DES, we have put together a timeline for the council to be aware that the planning is in progress, this does take about a year to write. Currently gathering data of in-demand industries and in-demand occupations. Please expect a draft for review around this time next year.

- Planning and Gathering of Key Data: March-April 2023
- Drafting by Contributors: May-August 2023

- Drafting the Plan Document: September-October 2023
- Public Comment: November 2023
- Editing from Public Comment: December 2023-January 2024
- WAC Review: February 2024
- Finalizing - February 2024, after WAC approval
- Routing (DES, Superintendent, Governor's office): February-March 2024
- Tentative submission is March 15<sup>th</sup>, 2024.

Chairman Gaspers: Thanks Stacey for the update and encourages members of the Council to participate in the State Plan to bring all the expertise from the Council and the insight that each member has and we can build that into the state plan. In addition, Chairman Gaspers congratulates Stacey Faulkner on being appointed to sit on the NGA Executive Committee at the 2023 National Governors Association, we are so proud of you and great recognition of the great work you are doing for the state of Arizona.

## **7. Bylaws- Discussion and Approval**

Kennedy Riley, OEO, touches on the Bylaw updates. Due to the restructure of the council we had to update the Bylaws. The updates developed a new structure for the Executive Committee, which shall consist of the Chair, Vice Chair, Second Vice Chair, Title I & III, Title II and Title IV representative members such as adding in the election process of voting for officers to hold Vice Chair and Second Vice Chair positions. In addition, there is updated language to include creation of workgroups.

Action: Vote to recommend approval of Bylaws.

Chairman Gaspers: Thanks Kennedy, and all for their support and help in rewriting the Bylaws.

Thomas Winkel moves to approve the Bylaws. John Walters seconds the motion. The motion passes unanimously

## **8. WAC Policies-Discussion and Approval**

5 policies for review and approval

- Conflict of Interest- Conflict of Interest: establishes guidelines for conflict of interest, firewalls, and internal controls required under WIOA for Local Workforce Development Boards (LWDBs) and entities serving in more than one role in the ARIZONA@WORK system.
- Brand Style Guide- provides the information and direction required under WIOA, regarding how Arizona's workforce system stakeholders must use the ARIZONA@WORK brand.
- MOU and IFA- provide Local Workforce Development Boards (LWDBs) and other workforce system partners instruction and guidance regarding the administration of ARIZONA@WORK Job Center Service Delivery system.
- WIOA Statewide Monitoring- To establish roles of the Workforce Arizona Council (Council), the Arizona Department of Education (ADE) and the Arizona Department of Economic Security (DES), in ensuring compliance with WIOA and its regulations, Workforce Arizona Council policies, and WIOA implementation as outlined in the Arizona State Workforce Development Plan (State Plan). Monitoring information is used to inform the Council about the ARIZONA@WORK systems' current status and support the Council in fulfilling its

statutorily- defined strategic objectives.

- Job Center Structure- provides Local Workforce Development Boards (LWDBs) and other workforce system partners with instruction and guidance regarding the structure and administration of ARIZONA@WORK Job Center and Service Delivery system.

### **Public Comment overview and policy changes**

Conflict of Interest:

- This was not released for public comment because no significant changes were made.
- This policy was reviewed to ensure it was within WIOA and Arizona regulations.
- Updated to renumber a policy and a citation.

Brand Style Guide:

- Updated policy to include Arizona Department of Education in the scope
- Added in reference "In Arizona One-Stop partners are referred to as ARIZONA@WORK partners"
- Added in clarifying language to ensure partners use branding appropriately.

MOU and IFA:

- Amended to add in comprehensive language regarding the agreement developed between the LWDB, one-stop partners, and CEO relating to overall operation of the one-stop delivery system in the local area.
- Amended language to include: "Methods to ensure all partners of the MOU/IFA comply with the agreed upon initiatives, processes, procedures and vision as defined by the local workforce development board"

WIOA Statewide Monitoring:

- Adding in clarifying language regarding DES and ADE monitoring and updated references.

Job Center Structure:

- Added clarifying language regarding job center and one-stop system.
- Added clarifying information on career pathways.
- Added clarifying language regarding electronic delivery and in-person services

Audrey Bohanan moves to approve the 5 policies for the Workforce Arizona Council. Cathie Raymond seconds. Motion passes.

## **9. Election Process and Nominations- Discussion**

Due to the new structure in the Bylaws, it states that we can hold an election for the seats of Vice Chair and second vice chair, as well as WIOA core title partners, and 3 additional members selected by the chair. These positions must be in compliance with WIOA, and filled by business members. The elections will be held at the first regularly scheduled Full Council meeting of the year, which is today, 2/23/2023. The officers selected will serve a 3 year term.

The added positions of Vice Chair, Second Vice Chair, WIOA core title partners, and three additional members selected by the Chair. We will be holding elections to fill the Vice Chair and Second Vice Chair at the Full Council.

Vice Chair: Vice Chair will perform the Chair's duties in the event of the Chair's absence at meetings or in such circumstances where the Chair will relinquish duties to the Vice-Chair.

Second Vice Chair: In the absence of the Council Chair and Vice Chair, the Second Vice Chair will perform all duties of the Chair.

Chairman Gaspers: Nominations are open to the floor for the Vice Chair

Audrey Bohanan: nominates John Walters for Vice Chair.

John Walters: accepts nominations.

Only one nomination is given. Brian Rice seconds the motion for John Walters to be elected Vice Chair.

John Walters: Appreciates Audrey Bohanan's nomination. Excited for this opportunity and is honored. John Walters is no stranger to the world of workforce and is proud of the work that the Council has achieved and continues to achieve. John feels confident that he can continue the great work of the chair when the chair is unable to attend. John feels that the overall collective agenda will bring all together, continue moving in the same direction, as we make Arizona even greater in the workforce that drives the next generation economy that will keep Arizona as a tier 1 state.

*Motion carried by a vote of (14) ayes to (2) abstentions. Two Council members were in attendance virtually, however, did not state aye or nay when called on for Roll Call vote.*

Motion passes. John Walters is elected the Executive Committee's Vice Chair for the Executive Committee.

Chairman Gaspers: Congratulates John on his newly appointed role as Vice Chair. Chairman Gaspers shares his, as well as the Council's appreciation for John's willingness to serve in this position. John has been on chair previous Workforce Arizona Council committees before. Chairman Gaspers appreciates his continuous support and advocacy for apprenticeships and thanks John for his service as a veteran and his knowledge for how we can better support veterans in our country.

Nominations for Second Vice Chair:

The floor is open for nominations of Second Vice Chair

John Walters: Nominates Audrey Bohanan for Second Vice Chair.

Audrey Bohanan: Accepts the nomination for Executive Committee's Second Vice Chair. Cathie Raymond seconds the motion of Audrey Bohanan as a Second Vice Chair.

Audrey Bohanan: Shares that she is very passionate about healthcare and passionate about the workforce, especially being an HR professional in healthcare. Audrey is aware of the struggle of private employers finding employees that are ready for the open positions that are available. Audrey shares her awareness and experience for the need for innovative change to help solve this challenge. It is the chance to connect applicants, education, and employers in more innovative ways. She looks forward to meeting and working with all of you in this further capacity.

*Motion carried by a vote of (14) ayes to (2) abstentions. Two Council members were in attendance virtually, however did not state aye or nay when called on for Roll Call vote.*

Motion passes. Audrey Bohanan has been elected the Second Vice Chair for the Executive Committee.

Chairman Gaspers: Thanks Audrey and John for their willingness to serve in their newly elected roles to help support and lead the workforce system to better direction and strategy. Chairman Gaspers mentions that with the new structure of the executive committee there are 3 spots to be



appointed by the chair as well as representation by title partners, and welcomes them to the team. Chairman Gaspers would like to continue to have discussions of those open spots. Thanks Willard James for his hard work on the Strategic Plan Workgroup and appreciates his willingness to serve on the Executive Committee.

## **10. Local Plan Modifications- Discussion and Approval**

- Coconino County
  - 11/29/22: Conditionally Approved by Full Council, pending CEO approval and signature.
  - 12/6/22: Coconino County BOS Approved Final Draft Plan Modification, will be considered for full approval.
- Northeastern Arizona
  - 11/29/22: Council voted to approve a second extension request with a deadline of 12/31/22. Able to meet all requirements in their extensions.
  - 12/13/22: Navajo County BOS (Local CEO) signed and approved Final Draft Plan Modification
- Nineteen Tribal Nations
  - NTN requested more of a timeline outline of when we can expect the plan to be submitted. Plan to get out their plan at the end of February for public comment. They will address public comment in March. NTN has a board meeting March 8<sup>th</sup> and hopes to get final approval of a plan to submit to DES and Council.
  - Request for Extension: Deadline of 3/10/2023

**Action:** Vote to recommend approval of completed Local Plan Modifications and Request for Extension.

John Walters moves to approve the completed Local Plan Modification and Request for Extension. Audrey Bohanan seconds the motion. The motion carries unanimously.

## **11. NACOG - Yavapai County- Discussion and Approval**

The original contract between NACOG and the Workforce Development Board (WDB) ended on 6/30/22. The WDB requested and was granted an extension until 12/31/22 by DES due to a health emergency with the WDB's consultant to allow time to conduct a competitive procurement to select an OSO. In late November, the WDB requested another extension of the current contract, due to the fact that they had conducted 2 competitive procurements which were closed with no responses.

- DES/OEO responded by agreeing to allow the extension of the contract with NACOG through 3/31/23, on the condition that the WDB provide DES with an implementation plan on how the WDB intends to move forward. Informed Yavapai that the council will need to approve, as the staff to the board and NACOG is serving in the dual roles.
- Yavapai submitted a plan and DES with OEO agrees with the plan and extends the contract of services and this will go to June 30<sup>th</sup>, 2023. Also requesting an open proposal which began, February 15<sup>th</sup> and response are due on March 22<sup>nd</sup>, and they are ahead of schedule for that RFP. After the approval to the WDB and Yavapai Board of Supervisors, this proposal will be reviewed and negotiated as a new agreement no later than May 31<sup>st</sup> for services to begin July 1<sup>st</sup>, 2023.
- As NACOG is staff to the WDB, DES is requesting Council approval for this extension.

**Action:** Vote to approve the Request for Extension.

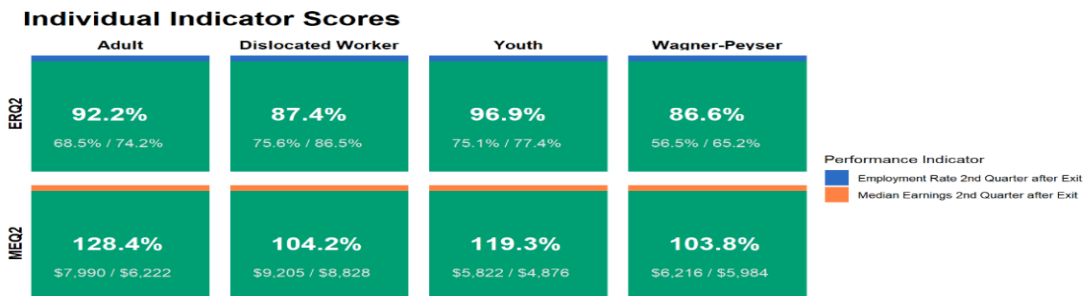
Audrey Bohanan moves to approve. Shawn Hutchinson seconds the motion. Motion passes unanimously.

## **12. Statewide Performance- Discussion**

All 6 programs under WIOA and 6 core indicators that will need to be met. Core programs must meet 6 primary indicators with a score of 50% or above, and have an overall program score at 90% or above and an overall state indicator score at 90% or above. However, due to the impact of COVID and continued issues with how performance is to be assessed at the national level, DOL (Department of Labor) and DOE (Department of Education) notified states in October 2021, that for PY2020 (year ending 6/30/21) and PY 21 (year ending 6/30/22), they would only assess Title I (Adult, Dislocated Workers, and Youth) and Title III (WP\ES) and only two primary indicators shown here, the Employment Rate 2nd Quarter After Exit and Median Earnings 2nd Quarter After Exit, would be assessed to determine if the state met performance.

To meet Performance, DOL and DOE were to assess three items: Each individual indicator score must be 50% or above. In the future, all core programs will be assessed.

- DOL Assessed State Performance for PY2021 (7/1/2021-6/30/2022)
- The following Individual Indicator Scores must be 50% or higher
  - Employment Rate 2nd Quarter After Exit
    - Adults
    - Dislocated Workers
    - Youth
    - Wagner-Peyser (Employment Service)
- Median Earnings 2nd Quarter After Exit
  - Adults
  - Dislocated Workers
  - Youth
  - Employment Service (Wagner-Peyser)
  -



The top number in each box represents the actual score. The number on the bottom left is the actual performance and the number in the bottom right is the negotiated adjusted level, which the model used by DOL says is performance the state is expected to achieve.

The green boxes indicate that the state met all indicators assessed for PY 2021. Scores in all categories were at or above 50%.

DES and OEO currently reviewing local performance and the SAM tool used in 2020 to assess each local area in the same manner as DOL assessed the State. This next step is for Title I only, as there was no local negotiations for Title III. The programs under Title II and IV were not assessed in PY20 and will not be assessed in PY21. Title I comprises 6 of the 8 measures assessed by DOL and when all core programs are assessed, Title I will impact over 51% of the measures to be assessed.

Chairman Gaspers: Number of companies facing similar challenges with pandemic, thank you for your discussion Nancy Meeden and sharing the data of the statewide performance.

### 13. Strategic Plan Workgroup Updates- Discussion and Approval

Stacey Faulkner, OEO, touches on the Strategic Workgroup updates. This workgroup is to create a vision and scope of work priority for our Workforce Arizona Council, this will help make the roadmap for the strategic plan and the state plan. This workgroup has representation from DES, Title I-IV, and Business Services. Currently, we are holding weekly meetings as there is a lot to accomplish. Each week there has been a great turn out with attendance. The team is interested and focused on understanding the local plans and how it ties into the state plan, in addition, looking at State Plans and State plan modifications. The Strategic Plan wanted to make sure that all populations are included in the mission and vision statements.

The old Mission and Vision Statements:

**Mission:** The mission of the Workforce Arizona Council is to create meaningful linkages between the education and workforce systems, and help Arizonans of all backgrounds gain employment and prosper in a rapidly changing economy

**Vision:** The vision of the Workforce Arizona Council is to build a pro-growth economy that provides opportunity for all and builds prosperous communities by building the skills and abilities of Arizonans to meet the workforce needs of our employers.

When the Executive committee was presented with this information, we had a good conversation about the mission and vision statements and wanted to better include the 'employer' and human services in the mission and vision statement.

- **Mission & Vision Statement**

New proposed Mission & Vision Statements:

After the Executive Committee meeting last Thursday, the Strategic Plan workgroup met and discussed the feedback that was received from the Executive Committee members. The newly revised mission and vision statement are below:

**Mission:** The mission of the Workforce Arizona Council is to develop and support an inclusive and equitable workforce system that connects business, education, and job seekers that results in a healthy economy in Arizona.

**Vision:** The vision of the Workforce Arizona Council is to create a future where every Arizonan has the opportunity to reach their full potential through access to meaningful employment while meeting employer needs, by driving the economic growth and prosperity of our communities.

Our intent was for the mission and vision to emphasize the support of all the populations that Workforce Arizona Council serves, we wanted to make sure that language was included to show that support for those populations.

Chairman Gaspers: Appreciates the good discussion from the Executive committee and the hard work of the workgroup to make these changes quickly to present before the Council.

**Action:** Vote to approve the proposed Mission Statement and Vision Statement.

Cathie Raymond moves for the approval of the proposed mission and vision statements. Will James seconds the motion. The motion passes unanimously.

## ○ Labor Market In-Demand Industries

Rachael Tashbook shares the in-demand industries for WIOA rather than CTE. In the WIOA system there is a specific definition, industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the state, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors.

This is important to the council because this determination of whether an industry sector or occupation is in-demand under this definition will be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information. Overall, this is mainly a Council responsibility.

In-demand industries are important to Board opportunities because:

- In-demand industries determine workforce board membership, as membership needs to be represented in the in-demand industries.
- Focus **statewide employer engagement efforts**
- Support development of **targeted career pathways** for all WIOA programs' participants
- Determine industries of focus for the development and expansion of strategies to meet the needs of employers, workers, and job seekers particularly through industry or sector partnerships

Rachael Tashbook: The spreadsheet of industry rankings was created by the economic analysis team. The economic development team developed an analysis of industries using the NAICS system, which is supported by the federal bureau of statistics, and developed an industry ranking. The rankings are provided by each variable (example wages, fast growing industries, largest industries, etc.). This data was provided to the strategic workgroup.

The strategic workgroup looked at different factors such as overall ranking, projected growth, wages, and had robust discussion within the workgroup surrounding these industries and what we are seeing within our state and the businesses coming here/who our teams are currently working with.

In-demand Industry (7)

- Construction
- Finance & Insurance
- Health care and social assistance
- Transportation and warehousing
- Manufacturing
- Information Technology
- Retail (to ensure inclusion of all WIOA options, large employment base in the state of Arizona and hire large share of population, and post-pandemic there has been growth to fill those retail positions, however, the wages are low and not much wage growth).

The decision of these 7 industries to bring forward to the Executive Committee and Full Council for discussion. The 6 are what the council has picked last cycle. Retail trade is one item that the workgroup felt may need further consideration. The reason we selected this as a potential industry is based on input from our Title IV representation. Many individuals in Title IV programs begin in lower wage employment which is a great starting point for them as they develop workplace skills. Although the overall wages may be lower, our workgroup felt it was important to include an industry that directly impacts our Title IV clients.

One point to make would be that the WIOA system doesn't turn anyone away, they would still be able to get assistance. rather, it means that the Council is doing strategic planning and building career pathways to be meaningful and intentional to focus on those industries.

Cathie Raymond: Comments, when looking at the rural communities, retail may be the only industry in those, although they may not be a large amount of them, but there is still that need.

Chairman Gaspers: response to Cathie's comment, states that although retail is a large employer in those local areas but asks from a local perspective if retail is a critical industry that the areas wish to focus on and that the Council should support with innovative programming to grow?

John Walters: Sees the need for retail in those more rural areas and appreciates Cathie sharing that perspective. But at the same time, we need retail to provide for the construction jobs, but at the same time it may not be a long-term role of where our economy is based, believes that not supporting this industry could be detrimental.

Chairman Gaspers: Requests that the Council put together a motion including all industries that they would like to include.

**Action:** John Walters, Vice Chair: Motions for the strategic plan to include construction, finance and insurance, health care and social assistance, transportation and warehousing, manufacturing, information technology, and retail. Cathie Raymond seconds the motion. The motion passes unanimously

### **c. Labor Market In-Demand Occupations**

In addition to industries, there is an opportunity to discuss occupations and several different ways to strategize this. The OEO economic analysis team rates with a 5 star rating, each job rating is 20% of the total jobs at that education level. 5 being best, 1 being worst rated occupation based on employment, level of employment, growth projected, and wages. This model helps to show what education level is needed and appropriate. All 4 & 5 star rated occupations within the identified In-Demand Industries. This includes the top 40% of jobs by education level with the industries identified. Note: The Strategic Plan Workgroup also recommends including a few of the lower rated occupations within the In-Demand Industries if there are not at least a couple options by education level.

- Note: The Strategic Plan Workgroup also recommends including a few of the lower rated occupations within the In-Demand Industries if there are not at least a couple options by education level.

Chairman Gaspers: Appreciates the work of the Executive Committee and the workgroup that the structure indicates where the industry is headed, the growth and ensuring we know the right path per each company.

**Action:** Vote to approve of the in-demand occupations for PY2024-PY2027.

Karla Moran motions to move the approval of the in-demand occupations. Brian Rice seconds the motion. The motion passes unanimously.

## **14. Adjournment**

Audrey Bohanan moves to adjourn the meeting. Brian Rice seconds the motion. The motion passes unanimously. The meeting was adjourned at 2:51 pm.

*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 February 23rd, 2023 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.*