

MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD

Thursday, February 17, 2022 – 9:30 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

Members Present: Angela Creedon, Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra
(Note: All members present attended via Microsoft Teams)

Members Absent: Brent Downs, Collin Stewart, Marcia Veidmark, Matthew Clark, Stan Chavira, Tina Drews

MEETING

Call to Order.

Chairman Matt McGuire called the meeting to order at 9:32 a.m. and requested roll call.

Roll Call.

MCWDB Board Liaison Deseret Romero took the roll call. A quorum was not present.

Welcome and Opening Remarks.

Chairman Matt McGuire welcomed everyone to the meeting.

Chairman McGuire then briefly reviewed the Board’s vision, values, and goals.

Community Impact Statements.

MCWDB Success Story

Workforce Development Division Career Advisor Nicole Higdon shared the youth success story of Edward.

Consent Agenda.

- a. Meeting Minutes: December 16, 2021
- b. Fiscal Reports
- c. MCWDB Executive Director Report
- d. MCWDB FY22 2nd Quarter Report
- e. PY20 Data Validation
- f. 2022 Board Recertification/Compliance Update
- g. One-Stop Operator Quarterly Report
- h. BYY22 Fiscal Monitoring – WIOA Title 1B Program
- i. MCWDB FY2021-2022 Committee Roster Update

MCWDB Chairman McGuire asked for a motion to approve consent agenda items. Noting a correction to the meeting summary (recognizing Scott Holman in attendance). Bonnie Schirato made a motion; Gregg Ghelfi seconded the motion.

All in favor vote held:

In favor: Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

Chairman Report.

MCWDB Chairman McGuire noted Maricopa County’s recent recognition by President Biden at the recent NACO conference. The following audio from President Biden’s speech was heard.

... “This is only the beginning. Hundreds of billions in new investments are on the way. Now it’s time for the counties to get ready. You don’t have to wait until the projects are started. You can use the resources from the American Rescue Plan now.

You’re going to need welders, pipefitters, advanced manufactures ready to take on those jobs. And it takes training to do those jobs well, and that why union workers are the best in the world, because they actually get the job done cheaper because they don’t waste any time.

But you can start – I know you all know, but you can start those Rescue Plan funds now by building pathways to better jobs through union-based apprentice programs and on-the-job training. Like you know, Maricopa County in Arizona, where they’re using American Rescue Plan funds to help young workers develop in-demand technical skills so you know what the country is going to need. Community colleges are doing it as well. “...

MCWDB Executive Director congratulated the Workforce Development Division’s (WDD) apprenticeship program staff on their continually recognized apprenticeship program. Mr. Clark also recognized MCWDB Board Member Shawn Hutchinson and his electrical apprenticeship program noting the importance of such programs for the in-demand workforce needs.

WDD Assistant Director CJ Williams recognized WDD Program Manager Deb Furlong who leads the WDD apprenticeship program. Ms. Furlong noted her appreciation of Maricopa County’s leadership who encourages the development and growth of the program and the wonderful staff that make the program possible. Ms. Furlong shared the importance of the program’s team effort.

Chairman McGuire thanked Ms. Furlong and the WDD staff for their hard work and encouraged them to engage with the Board on any way the Board could assist them with their continued development.

Committee Reports.

Executive Committee.

Chairman McGuire briefly noted the Committee’s recent Strategic Plan Workshop and the encouraging progress. Chairman McGuire kept his comments brief as Partnership for Workforce Innovation, CEO Trevor Stokes would be sharing a more detailed report later in the meeting. Chairman McGuire also noted that the Executive Committee meetings were open to the whole Board if they wished to participate in the Strategic Plan discussion.

Youth Committee.

Youth Committee Chairman Erik Cole noted the Committee's recent discussions on the following items.

- Strategic Plan
- Opportunities and how to build the Youth Committee's foundation
- New Youth Committee Member
- Conversations with community partners on involvement with the Youth Committee
- Receiving feedback on marketing, connecting with young clients, and spreading the word on all available programs

Marketing and Outreach Committee

Marketing and Outreach Committee Chairman Gregg Ghelfi summarized the Committee's recent discussion, including.

- Presentation by Amy Bolton with Human Services Communications
- Consistency in message and marketing

Chairman McGuire recognized the importance of marketing moving forward, with educating the community of the services available.

Employer Connection Committee.

Employer Connection Committee Chair Leah Hill highlighted the following discussion points of the Committee's recent meeting.

- Current State of Workforce
 - Resignations
 - New Hires
 - Remote Work
 - Other incentives
- Generating New Ideas for the Workforce System
- Board Member Businesses working with ARIZONA@WORK
- Identifying Outreach Priorities
- Service Provider Update (CJ Williams and Tina Russo)

Informational/Discussion/Possible Action.

- a. MCWDB Board Acceptance of Resignation by MCWDB Member Collin Stewart.

Chairman McGuire informed the Board of MCWDB Member Collin Stewart's recent submission of his resignation and noted his offer to assist the Board with his replacement.

MCWDB Chairman McGuire asked for a motion to accept the resignation by MCWDB Member Collin Stewart. Gregg Ghelfi made a motion; Bonnie Schirato seconded the motion.

All in favor vote held:

In favor: Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

Chairman McGuire noted that a letter of appreciation would be sent to Collin Stewart for his service to the Board.

b. MCWDB Executive Committee

i. MCWDB Staff Reorganization Progress Report*

MCWDB Executive Director Steve Clark presented the MCWDB Board with a MCWDB Staff Reorganization Progress Report outlining the addition of the In-Demand Careers Pathway Strategist position for the Board's consideration.

Chairman McGuire thanked Mr. Clark for the foresight of the positions and inquired as to the next steps.

Mr. Clark discussed the importance of the recent Board approval of the Healthcare Careers Pathway Strategist position to enhance and accelerate the healthcare industry workforce, while also noting the additional importance of the remaining in-demand careers. Mr. Clark also noted the importance of keeping an open mind as we continue to navigate through the current workforce environment.

MCWDB Chairman McGuire asked for a motion to approve the MCWDB Staff Reorganization Progress Report as presented. Shawn Hutchinson made a motion; Erik Cole seconded the motion.

All in favor vote held:

In favor: Angela Creedon, Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

ii. MCWDB FY22 Budget Amendment*

MCWDB Executive Director Steve Clark presented the MCWDB Board with the MCWDB FY22 Budget Amendment for their consideration. Mr. Clark noted the modifications focused on the increases related to the two new Strategist position salaries, indirect costs, travel, and necessary equipment.

MCWDB Chairman McGuire asked for a motion to approve the MCWDB FY22 Budget Amendment as presented. Shawn Hutchinson made a motion; Bonnie Schirato seconded the motion.

All in favor vote held:

In favor: Angela Creedon, Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

iii. MCWDB FY23 Budget Recommendation*

MCWDB Executive Director Steve Clark presented the MCWDB Board with the MCWDB FY23 Budget Recommendation for their consideration. Mr. Clark noted the increases related to the two new Strategist position salaries, indirect costs, travel, and necessary equipment.

MCWDB Chairman McGuire asked for a motion to approve the MCWDB FY23 Budget Recommendation as presented. Jason Walker made a motion; Leah Hill seconded the motion.

All in favor vote held:

In favor: Angela Creedon, Bonnie Schirato, Christine Colon, Erik Cole, Gregg Ghelfi, Ismial Rangel, Jason Walker, Leah Hill, Loren Granger, Matt McGuire, Scott Holman, Scott Sudhalter, Shawn Hutchinson, Subhash Chandra

Opposed: None

Abstained: None

Motion passed.

c. Title 1B 2nd Quarter Report*

Workforce Development Division Assistant Director CJ Williams presented the MCWDB Board with the Title 1B 2nd Quarter Report. The following are highlights of the report.

- Program Participation
 - Adult (PY20 2,221 / PY21 2,646)
 - Dislocated Worker (PY20 338 / PY21 338)
 - Youth (PY20 608 / PY21 772)
 - Total (PY20 3,167 / PY21 3,756)

- Training Service Participation
 - Adult (PY20 1,009 / PY21 1,157)
 - Dislocated Worker (PY20 159 / PY21 173)
 - Youth (PY20 291 / PY21 383)
 - Total (PY20 1,459 / PY21 1,713)

- Employers Served
(PY20 349 / PY21 480)

- Employer Services
(PY20 1,240 / PY21 1,827)

- 2nd Quarter Placement Rate
 - Adult (Target 71.40% / Maricopa 67.83%)
 - Dislocated Worker (Target 77.00% / Maricopa 68.57%)
 - Youth (Target 75.00% / Maricopa 65.44%)

- 4th Quarter Placement Rate
 - Adult (Target 67.50% / Maricopa 60.31%)
 - Dislocated Worker (Target 71.30% / Maricopa 75.00%)
 - Youth (Target 67.80% / Maricopa 54.22%)

- Median Earnings
 - Adult (Target \$7,158.00 / Maricopa \$8,407.35)
 - Dislocated Worker (Target \$8,795.00 / Maricopa \$12,038.73)
 - Youth (Target \$4,500.00 / Maricopa \$5,604.63)

- Credential Attainment Rate
 - Adult (Target 74.80% / Maricopa 77.14%)
 - Dislocated Worker (Target 79.70% / Maricopa 75.00%)
 - Youth (Target 59.00% / Maricopa 76.92%)

- Measurable Skill Gains
 - Adult (Target 59.20% / Maricopa 26.64%)
 - Dislocated Worker (Target 50.00% / Maricopa 16.67%)

- Youth (Target 52.80% / Maricopa 24.42%)

Information/Discussion Only.

a. Strategic Plan Update.*

Trevor Stokes, CEO for Partnership for Workforce Innovation, provided a brief update on the recent MCWDB Executive Committee Strategic Planning Workshop. The following are highlights of the Strategic Planning Workshop.

- Workforce Board Role Overview
- Strategic Planning Process Overview
- Discussion Questions
 - Why do you serve on this board?
Responses Included: To make a difference; Importance of connecting job seeker to employer; importance of identifying gaps
 - Describe the Maricopa County Workforce Development Board in its ideal state.
Responses Included: Diverse board to build relationships; Becoming to go to source for workforce needs; Innovative and proactive
 - Describe the role of the Maricopa County Workforce Development Board in making that vision a reality.
Responses Included: Committee action; building relationships; marketing strategy; focus on future workforce needs (technology)

Mr. Stokes noted that the next strategic planning workshop will be held at the next Executive Committee meeting and that reports will be provided to the Board as more updates become available.

Chairman McGuire noted that all MCWDB Board members were invited to attend the Executive Committee meetings if they wish to participate in the strategic planning workshops.

b. Labor Market Projections Presentation.*

Kevin Dumcum, WDD Business Services Team Supervisor presented to the MCWDB Board on the current Labor Market Projections. The following are highlight of Mr. Dumcum's presentation.

Current Labor Trends

- Unemployment Rate
 - Local Area: 2.4% (December)
 - Arizona: 4.1% (December)
- Labor Force Participation Rate
 - United States: 61.9%
 - Arizona: 60.3%
- Job Openings and Labor turnover Survey
 - Openings: 10,925
 - Hires: 6,263
 - Quits: 4,338
 - Layoffs: 1,169

Employment Projections: Industry

- Expected Growth: 36% (1,611,109)
- In-Demand Industries: 50 % increase by 2030

Employment Projections: Occupation

Chairman McGuire thanked Mr. Dumcum for his report and inquired as to the estimated timeline for the new wave job seekers.

Mr. Dumcum noted that the wave is here and that the next wave will follow soon. Companies are looking to hire now, some are scheduling 1-year trainings, with the those able to fill the positions in 2023 and then 2024. In addition, as the economic growth continues, the wave will continue into the subsequent years.

MCWDB Board Member Bonnie Schirato inquired about Mr. Dumcum's possible insight into the effects not just on consumer inflation but production inflation of job creation.

Mr. Dumcum noted his experience with manufacturing companies accelerating their automation, which reduces the workforce but modifies the need for those skilled labors. Important to identify those skilled labors to ensure we are ahead of the curve.

Chairman McGuire thanked Mr. Dumcum for his presentation as the information will continue to assist the Board with their strategic planning process.

Call to the Public.

MCWDB Chairman McGuire made a call for public comment.

Christine Niven, Director of the Mesa Adult Education Program

Ms. Niven noted her comments are representing the adult education 9 providers within Maricopa County. Ms. Niven noted Title II MCWDB Board member Jason Walker. Ms. Niven shared the roles and responsibilities of the Title II program and shared the list of 9 adult education providers in Maricopa County. Ms. Niven recognized the available Title II Set-aside funding and encouraged the development and regional (City of Phoenix) use of an electronic referral system that enables co-enrollment. This allows for the client to receive all available services from all title partners.

Elizabeth "E" Cole, Director of Outreach and Partnership at Rio Salado College

Ms. Cole shared a Title II success story between Rio Salado and Phoenix Community College. This partnership has created a medical administrative assistants' program for adult education. The partnership allows students to finish their high school equivalency and start training as a medical administrative assistant. This workforce program allows students to obtain their first industry credential at the end of the first semester and obtain an entry level position within the industry. The program allows the opportunity for the student to continue to earn additional industry credentials, associates degrees and transfers to universities to obtain a bachelor's degree. Thus far 20 students have been able to complete the medical administrative assistant program. Ms. Cole thanked the Title 1B staff for their partnership.

Chairman McGuire thanked the Ms. Niven and Ms. Cole for their comments.

Adjourn.

MCWDB Chairman McGuire adjourned the MCWDB meeting at 11:08 a.m.

**For additional information, contact MCWDB staff at: MCWDB@maricopa.gov*