



WORKFORCE ARIZONA COUNCIL EXECUTIVE COMMITTEE

Tuesday, November 15th, 2022

1:00 pm – 3:00 pm

Virtual Meeting via Zoom

<https://azcommerce.zoom.us/j/96790327395>

Members Present

Mark Gaspers, Chair – Boeing

John Walters – Liberty Mutual

Bill Gates – Maricopa County Board of Supervisors

Audrey Bohanan – Adelante Healthcare, Chief People Officer

1. Call to Order

The Executive Committee meeting is called to order at, 1:02pm.

2. Welcome

Chair Mark Gaspers welcomes all committee members and the public to the Q4 Executive Committee meeting.

3. Call to the Public

None

4. August 23rd, 2022 Executive Committee Minutes Approval-

John Walters moves to approve the minutes from the previous Executive Committee Meeting. Supervisor Bill Gates seconds the motion. The motion passes unanimously.

5. Workforce Team Updates, Stacey Faulkner

a. New Staff Introductions

Stacey Faulkner, Deputy Workforce Administrator, welcomes new staff member Kennedy Riley as the new Performance Manager on the OEO Workforce Team. Kennedy came from Maricopa County. Kennedy's main projects and responsibilities are updating council policies, procedures, preparing the annual report, tracking state performance, and identifying areas of improvement.

b. Policy Revisions

Stacey reports that Ken Mall with EDSI is continuing to support ARIZONA@WORK brand policy. The OEO team is working to create a plan by 1st quarter and complete the project by March 2023. The OEO team will establish work groups to manage the policy review.

OEO will partner with DES Policy Administration and Program staff. The deadline is set for Q1 in 2023.

c. Council Annual Report

Stacey shared that the Annual report will be due December 1st to the Governor's Office and

Legislature.

It provides Performance of Title Programs and Community College Districts -- a very comprehensive review of all of our partners along with council and committees.

We have met all timelines: MARCOM edits and 1st draft for review was on November 9th. The final edits are due November 10th-15th. Next steps, send to print by tomorrow, November 16th and final delivery will be November 29th. Only required to give about 50 hard copies otherwise it will be virtual/electronic version will be sent to all.

d. AZ Quest Grant

Arizona QUEST \$15 million award submitted by OEO on behalf of 6 local colleges and areas to support dislocated workers

6 Local Workforce Development Areas

Cochise, Maricopa (City of Phoenix), Mohave/La Paz, Pima, Yavapai, and Yuma

1500 participants- Dislocated workers impacted by COVID-19

Industries that the Grant will support: Healthcare, Manufacturing, Logistics, and Professional, Scientific and Technical Services

Grant focus is mainly on:

- Partnerships and Outreach
- Business Engagement
- Employment and Training

e. Local Plan Modifications (Vote)

Final Drafts Received: 7

- City of Phoenix
- Maricopa County
- Mohave / La Paz
- Pima County
- Santa Cruz County
- Southeastern Arizona
- Yuma County

Final Draft pending CEO approval

- Coconino County

Remaining Local Areas

- Nineteen Tribal Nations
- Northeastern Arizona

Discussion/Feedback:

Chair John Walters discussed that at the previous Performance and Accountability Committee (PAC) meeting, there was strong discussion regarding Local Plan Modifications..

Chair Audrey Bohanan agrees with Chair John Walters, and had no additional comments.

Chair Mark Gaspers would like to give kudos for all the hard work of the team preparing next policy reviews, working local plan modifications, and securing the AZ Quest Grant.

Action Item: Chair Audrey Bohanan moves to vote to approve completed Local Plan Modifications, conditionally approve the Local Plan Modification pending CEO approval, and send formal letter to NEAZ and move to Full Council for further decision. John Walters seconds motion. The motion is carried unanimously.

6. Nineteen Tribal Nations (NTN) Local Workforce Development Board (LWDB) - Nancy Meeden, DES (Discussion) Tom Colombo Discussion

Since 2019, DES has worked with the NTN to designate one entity as the Fiscal Agent.

Pascua Yaqui Tribe (PYT) was approved by the NTN in 2020, but never fully assumed responsibility and notified the NTN that the tribe could no longer serve as the Fiscal Agent in May 2022.

DES and NTN approached 3 non-profits - Local First Arizona, Inter Tribal Council of Arizona, and the Phoenix Indian Center - but all declined.

In the meantime, DES is working with NTN Chair Banuleos and Executive Director Fraijo to continue to provide services throughout the 13 tribal nations and bringing NTN close into compliance.

DES issued separate grant agreements for PY21 adult and youth funding to the 13 tribal nations to continue services.

The Salt River Pima-Maricopa Indian Community agreed to receive the NTN Board funds through Sept. 2022. These funds were used to pay the Executive Director and 3 Staff.

Recently, the Gila River Tribe agreed to receive the funds for November through April 2023. DES issued correspondence to update the following individuals, Kristine Firethunder, Director, Governor's Office of Tribal Relations, and Cindy Ptak, Governor's Office, Program Manager, Arizona Infrastructure and Jobs Act Task Force.

DES is conducting an RFI to send their interest into us to send viable information. Once the Fiscal Agent determined, NTN should be a success.

Discussion/Feedback:

Chair Gaspers shared his appreciation for the DES team's collaborative respectful approach to supporting a solution with the NTN.

Committee Reports

a. Strategic Communication and Partnership Committee Update

A draft of the Brand Policy has been completed, it includes research of policies from more than 20 states. Currently it is under review with internal stakeholders, Chairman Bill Gates is really pleased to see how it is moving along. We do plan to post for public comment. Moving to plan to post for public comments late October/early November. Brand policy refers to the Brand Style Guide. Chairman Gates is very excited to discuss the convening information and all the great things that the event will hold.

Annual Council Convening:

December 8th, 2022- Location: West Mec SW Campus, Buckeye 10am-3pm. The event's main focus will be on Broadband, Apprenticeships and CTE Programming. This will also give everyone an opportunity to give best practices.

Chair Mark Gaspers: Shares that he is excited to join the convening and appreciates the team's efforts in planning the meeting.

b. Performance and Accountability Update (Vote)

Employer Measures- Notice of Proposed Rulemaking (NPRM)

- Proposal to revise the text of the WIOA regulations to use *Retention with the Same Employer* as the performance indicator used to define effectiveness in serving employers for all six WIOA core programs.
 - The data for all six core programs will be combined into one measure
- Provided the rationale used by DOL and DOE for choosing the one approach over the others two and their plans for implementation
- DES submitted comment on November 14, 2022

Yuma County Waiver

- Business vacancy waiver request

- WIOA Local Governance Policy
 - Must be filled within 120 days
 - Extension request sent October 6th, 2022- Seeking waiver through December 31, 2022

Action Item: Vote to approve the waiver request through December 31st, 2022.

Chair John Walters moves to approve the waiver request sent and move to the Full Council for final decision. Supervisor Bill Gates Seconds the motion.

The motion passes unanimously.

c. Quality Workforce Committee Update

Approve meeting minutes- August 2nd Committee Meeting by Full Council on November 29th.

Due to there being no quorum at the Q4 Quality Workforce Committee meeting, we will move to approve the minutes from the previous to the Full Council Committee meeting.

Action Item: Supervisor Bill Gates moves the approval of the Quality Workforce Committee minutes to the Full Council for full approval. Chair John Walters seconds the motion. The motion passes unanimously.

ACRC update, the RFP issued, closed Nov. 4th for 5-year continuation of full program and will be processed to be finalized by Jan. 2023.

Digital Literacy is trending and Professional Skills Certificate is on the rise.

Apprenticeships update

Final Rule to Rescind the Industry Recognized Apprenticeship Program (IRAP). This will be effective November 25, 2022. This will move back to registered apprenticeships (RA), to create good paying jobs and reliable pathways. This week is national Apprenticeship week, it's November 14-20, the chance to tap into any webinars this is the week to do it!

Arizona Education Job Fair and Career Expo: February 4th, 2023 8am-2pm. Resume and Interview workshops are available. If more information is needed reach out to Carrie Brown, AZDE Event Coordinator. Email: Carrie.Brown@azed.gov Link: bit.ly/3ChPQob

8. Council Restructure, Stacey Faulkner (Vote)

Committees vs. Workgroups -- Beginning 1st Quarter 2023

In order to facilitate:

- Effectiveness and Efficiency
- Statewide Collaboration Strategic Plan
- Initiatives and Priorities of the Council
- Compliance vs. Statewide Expectations and Impact, focusing more on intentions and the impact.

Workforce team has been discussing internally with Chair Gaspers. The work groups plan will also be discussed at Convening.

Work groups will allow the state to focus on key initiatives, priorities, and take recommend actionable measures to address issues.

Council is currently limited to focusing on compliance matters, but is not structured to support collaborative initiatives and execution on priorities.

These work groups will be led by members of the workforce team/OEO team. Creating these work groups to focus on enhancing our services that we are providing.

The WAC would still be there, and support our boards, still have the executive committee to focus on compliance items and recertification, but it will also allow us to develop work groups to focus on initiatives in that strategic plan.

The dotted lines indicate from the PAC meeting, that these initiatives will cross paths at some point and want to show some flexibility, we can develop additional workgroups as needed and develop in real world time situations. The work groups would be led by the OEO/workforce team. Stacey has spoken with ombudsman office. If the OEO team leads the groups the meetings would not necessarily be governed by open meeting laws. We will still continue to post all information to the public and to the council.

Who can join work groups?

Not open to the general public, it is open to other community partners and participation to share creativity and be intentional.

Overall, work groups are innovative and will allow us to have more engagement across the state. Council Priorities may be included in the strategic plan.

Action Item: Chair Bill Gates moves to recommend that the full Council vote to approve the Workforce Arizona Council restructure, dissolve current Committees, except for Executive and create OEO staff led work groups. John Walters seconds the motion. The motion passes unanimously.

Feedback/Discussion:

Chair Mark Gaspers appreciates the innovative approach, the current work of the committee meetings will still occur in Executive and full Council, but work groups should open up a pathway to more innovation. Please reach out to the OEO team or Chair Gaspers to let us know what you think, and help us make this better. Asking for public and other committee members to share public comment.

Chair John Walters: Shares that he approves of this idea, he believes it will give more flexibility that will allow more dynamic conversations.

Supervisor Bill Gates shares that he believes this will be more efficient and workgroups will lead to action/collaboration

Supervisor Bill Gates Question: Has this been run by AG Open Meeting Lawyers? Do you have in mind the size of the Executive committee?

Chair Gaspers shares that he is going to ask that, in the interim, that the current chairs stay on the Executive Committee

Stacey shared that they have spoken with Open Meeting Law lawyers who have approved and shared information with Stacey that it will not violate the open meeting law. Stacey also shared that she would like for the Council to remain as is until there is a standard of work in place, and other policies that discusses the selection criteria. Then, the next step would be to reconvene to further discuss committees and council.

9. Council Updates and Agenda

Chair Mark Gaspers reminds all that the Full Council meeting will be held both virtually and in-person at the ACA office in Phoenix on November 29th.

Chair John Walters moves to approve the proposed full Council agenda for November 29th, 2022, and Supervisor Bill Gates seconded the motion. The motion was carried unanimously.

10. Adjournment

Chair John Walters moves to adjourn the meeting. Supervisor Bill Gates seconds the motion. The motion passes unanimously. The meeting is adjourned at 1:58 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 **Tuesday, November 15, 2022 at 1:00 pm.** 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.