



**NOTICE OF PUBLIC MEETING OF THE  
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD EMPLOYER CONNECTION COMMITTEE**

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board Employer Connection Committee and to the general public that the Maricopa County Workforce Development Board Employer Connection Committee will hold a meeting open to the public on:

**Thursday, May 11, 2023 – 9:30 a.m.**

**County Administration Building**  
301 W. Jefferson, 2<sup>nd</sup> Floor (Room 250-05)  
Phoenix, Arizona  
or

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

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

The Agenda for the meeting is as follows:

***\*Indicates materials attached, please review/read prior to meeting.***

1. Call to order.

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2. Roll Call.

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3. Welcome and Opening Remarks.

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4. Consent Agenda.

*For Possible Action.*

The Committee will consider and vote on the items on the consent agenda. Consent agenda is established to efficiently dispense the business of the MCWDB. These items will not be discussed unless a Member of the Committee asks to remove the item from the consent agenda.

- a. Meeting Minutes: February 2, 2023\*
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5. Chair Report.

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6. Information/Discussion/Possible Action.

- a. In-Demand Industries Discussion/Recommendation\*
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7. Information/Discussion Only

- a. Maricopa County Apprenticeships\*
  - b. WDD Business Services Update\*
  - c. FY24 Employer Connection Committee Areas of Focus\*
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8. Call to Public.

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9. Adjourn.

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*PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order*

*"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.*



# Consent Agenda

## Meeting Minutes



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MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD  
Employer Connection Committee

Thursday, February 2, 2023 – 9:30 a.m.

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**Members Present:** Gregg Ghelfi, Ismial Rangel, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Matt Clark, Subhash Chandra

**(Note: All members present attended in-person or via GoTo meeting)**

**Members Absent:** Noelle Trinder, Scott Holman

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MEETING

**Call to Order.**

Chair Subhash Chandra called the meeting to order at 9:35 a.m. and requested a roll call.

**Roll Call.**

MCWDB Board Liaison Deseret Romero took roll. A quorum was present.

**Welcome and Opening Remarks.**

Chair Chandra welcomed everyone to the meeting.

**Consent Agenda.**

Meeting Minutes: December 20, 2022

**MOTION:**

Chair Chandra asked for a motion to approve the MCWDB Employer Connection Committee December 20, 2022 Meeting Minutes. Marcia Veidmark made a motion; Julie Stiak seconded the motion.

Chair Chandra called for an all-in-favor vote:

**In Favor:** Gregg Ghelfi, Ismial Rangel, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Matt Clark, Subhash Chandra

**Opposed:** None

**Abstained:** None

Motion passed.

### Chair Report.

Chair Chandra requested that MCWDB staff show the CBS News interview regarding “Why millions of men have left the workforce” video recently shared by MCWDB Executive Director Steve Clark to the Committee and guests. The video was played for the Committee and guests.

### Information/Discussion/Possible Action.

#### Industry Ranking Discussion/Recommendation

Rachael Tashbook, Economist with the Arizona Office of Economic Opportunity (OEO) provided a follow-up presentation on the industry rankings discussed by the Committee at their December 20, 2022, meeting. The Committee discussed potential options for a possible in-demand industries recommendation to the MCWDB Executive Committee. The Committee discussed the following.

- Review of the provided – most recent Office of Economic Opportunity data related to Maricopa County in-demand industries;
- Pros/Cons of how many industries to recommend (including resources available, effects on the ETPL training available, occupations that would be included under the specific industries, etc...);
- Existing and emerging economic and workforce demands (immediate significant demand vs. consistent demand and short-term vs. long-term career paths); and
- Current job seeker industry interests at the Career Centers;

#### Recommended In-Demand Industries

1. Construction
2. Healthcare and Social Assistance
3. Manufacturing
4. Finance and Insurance
5. Transportation and Warehousing
6. Information Technology
7. Professional and Technical Services

**MOTION:** Chair Chandra asked for a motion to recommend the seven in-demand industries (Construction, Healthcare and Social Assistance, Manufacturing, Finance and Insurance, Transportation and Warehousing, Information Technology, and Professional and Technical Services) to MCWDB Executive Committee for consideration. Gregg Ghelfi made a motion; Marcia Veidmark seconded the motion.

#### **An “All in Favor” vote was held:**

**In favor:** Gregg Ghelfi, Ismial Rangel, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Subhash Chandra

**Opposed:** None

**Abstained:** None

Motion passed.

#### Business Upskilling Report

Maricopa County Workforce Development Board Executive Director Steve Clark presented the Business Upskilling Report on behalf of Maricopa County Healthcare Careers Pathway Strategist Jordan Dodeward. Below are the highlight of Mr. Clark’s presentation.

- Hire to Train and Assist  
The first strategy of moving employees toward their ideal job or career goal from a lower-level position is becoming more widely adopted by organizations today.

Secondly within this strategy, is for the employer to aid and assist in training, education, credentialing, and licensing.

- Apprenticeships

The second strategy of apprenticeships and training is to utilize an apprenticeship intermediary to help start an apprenticeship program.

Secondly, providers such as Hamilton-Ryker® TalentGro offer online training programs to enhance career pathways for manufacturing job roles.

- Unconventional Tactics

And thirdly, unconventional business upskilling and professional development support can be found with certifications & CE, continuing education, credits.

One of the more unique or not as common strategies is to partner with a professional alliance or create an alumni network.

### Call to the Public.

Chair Chandra made a call for public comment. No one spoke.

### Adjourn.

Chair Chandra adjourned the meeting at 10:50 a.m.

*\*For additional information, contact MCWDB staff at: [MCWDB@maricopa.gov](mailto:MCWDB@maricopa.gov)*

DRAFT



# Information/Discussion/Possible Action.

## In-Demand Industries

### Discussion/Recommendation



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# **In-Demand Industries Discussion/Recommendation Revisited**



**May 11, 2023, Employer Connection Committee  
Presenter: Steve Clark**

# Why are In-Demand industries important?

- Determine workforce board membership
- Focus employer engagement efforts
- Support development of targeted career pathways for all WIOA programs' participants





# Why are In-Demand industries important?

- Clarify which educational programs get approved for the Eligible Training Provider List (ETPL)
- Influence required local board decisions



# Current Maricopa County In-Demand Industries (2018)

1. Information Technology
2. Manufacturing
3. Healthcare & Social Assistance
4. Finance & Insurance
5. Construction
6. Transportation & Warehousing



# Employer Connection Committee Recommendation (March 16, 2023)

1. Construction
2. Healthcare & Social Assistance
3. Manufacturing
4. Finance & Insurance
5. Transportation & Warehousing
6. Informational Technology
  - a) Professional, Scientific, & Technical Services

# Professional, Scientific, and Technical Services

- Activities performed include:
  - Legal advice and representation
  - Architectural, engineering, and specialized design services
  - Other professional, scientific, and technical services



# Suggestions

1. Keep all six current in-demand industries for FY 24
2. Charge the ECC to more closely investigate Professional, Scientific, and Technical Services in FY 24
3. Bring back any potential recommendation for changes in FY 24



# Rationale

1. Professional, Scientific, and Technical Services (PSTS) appears to be too broad
2. Few, if any current employers in PSTS in AZ
3. Focus on our current performance in the current In-demand industries before adding any new ones

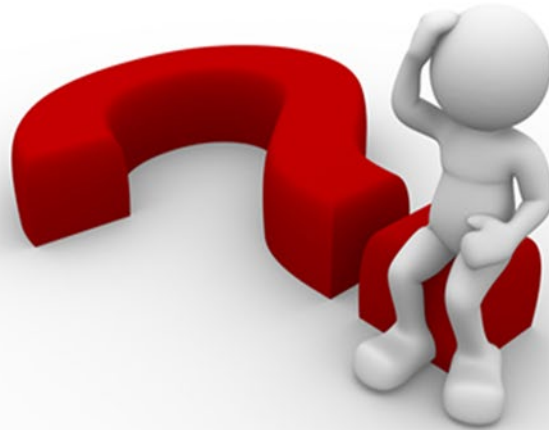


# Employer Connection Committee Recommendation

1. Construction
2. Healthcare & Social Assistance
3. Manufacturing
4. Finance & Insurance
5. Transportation & Warehousing
6. Informational Technology



# Questions?








# Information/Discussion Only. Maricopa County Apprenticeships



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# Maricopa County Apprenticeships

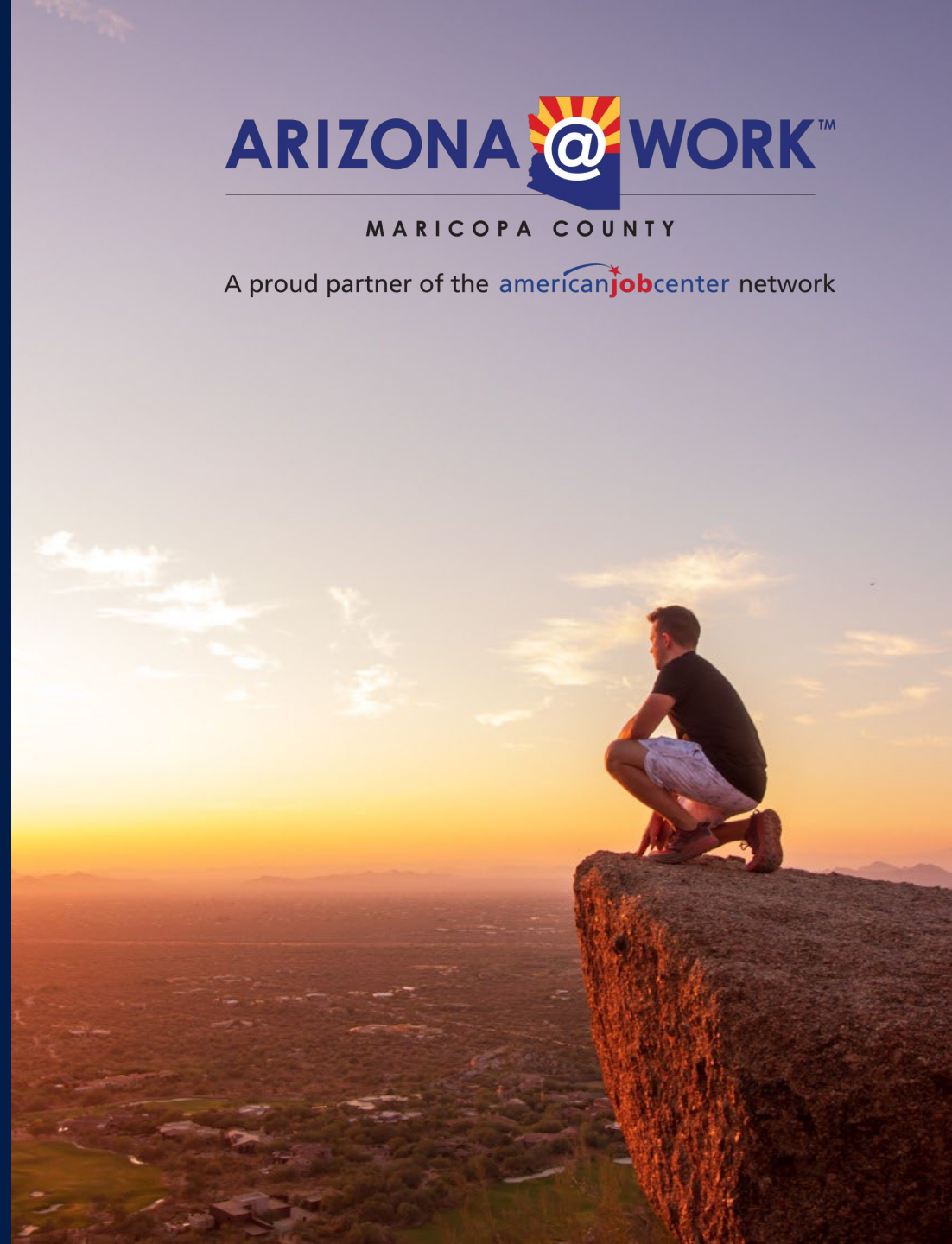
*Betsy Nelson, Apprenticeship Program Supervisor  
Maricopa County Workforce Development Division, WDD*

*Jordan Dodeward, Healthcare Careers Pathway Strategist  
Maricopa County Workforce Development Board, WDB*

*11 May 2023*



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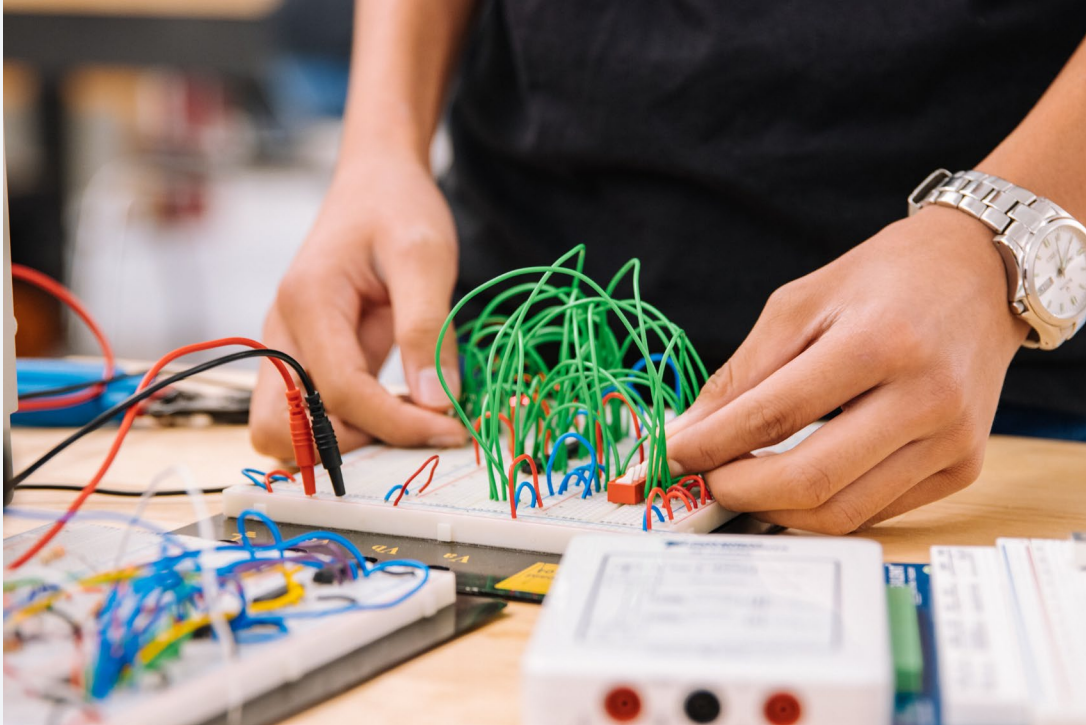


# What is a Registered Apprenticeship?

**Registered Apprenticeship** is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential.

**Registered Apprenticeships** are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

# Typical Apprenticeship Partners



- Intermediary
- Training Provider
- Education Provider
- Apprenticeship Advisors
- Job Seekers/Apprentices

# \$12,000,000



## Maricopa County Apprenticeship Grant



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# WDD Apprenticeship Team



- New Program Supervisor
- 5 Apprenticeship Career Advisors
- Connecting **Job Seekers** to apprenticeships
- Connecting **Training Providers/Employers** to apprenticeship opportunities

# Apprenticeship Information/Data

## 7 RA Programs

Currently working with 7 RA programs within Maricopa County

## 592 Active Participants

The apprenticeship team is working with 592 actively participating apprentices

## Industry Focus

Focusing on building more RA programs in our in-demand industries: **Construction, Manufacturing, Healthcare, Transportation & Warehousing, IT, and Finance & Insurance**

## Trade Partners

Partnering with specific trades to build out RA Programs: **Electrical, Sheet Metal, IT, Heavy Machinery**



# WDD Apprenticeship Projects/Initiatives



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# WDD Projects/Initiatives

## Spring 2023 Eligibility Enrollments

Gearing up beginning in June/July

## Attendance Increase

Targeting to engage approximately **300** new apprentices to attend training

## New Partnerships

Continuing to establish new partnerships within Maricopa County



# WDB Apprenticeship Projects/Initiatives



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# SAVE THE DATE – AHAA 2.0



## Arizona Healthcare Apprenticeship Accelerator 2.0

Gateway Community College

August 30, 2023

# Thank You



**Betsy Nelson**, *Apprenticeship Program Supervisor*  
*Maricopa County Workforce Development Division, WDD*  
Betsy.nelson@maricopa.gov 602.502.2435

**Jordan Dodeward**, *Healthcare Careers Pathway Strategist*  
*Maricopa County Workforce Development Board, WDB*  
Jordan.Dodeward@maricopa.gov 602.989.5072



# Information/Discussion Only. WDD Business Services Update



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**WELCOME**



# MARICOPA COUNTY

**ARIZONA@WORK** is the statewide workforce development network that helps employers of all sizes and types recruit, develop and retain the best employees for their needs.

**For job seekers throughout the state, we provide services and resources to pursue employment opportunities.**

**We match employers with job seekers.**



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# Employers

- Assistance Finding Qualified Talent
- Consult with Industry Experts
- Developing a Skilled Talent Pipeline
- Labor Market Analysis
- Layoff Assistance
- No-charge Workforce System Services







# Job Seekers

- Career Exploration
- Resume Assistance
- Computer Access
- Job Leads
- Interview Techniques
- Occupational Skills Training



# Where to find us:

## West Valley Career Center

4425 W. Olive Ave., Suite 190,  
Glendale, AZ 85302  
Desk: 602-372-4200

## East Valley Career Center

1001 W. Southern Ave., Suite 101,  
Mesa, AZ 85210  
Desk: 602-372-9700

## Avondale

**Arizona Complete Health Avondale Resource Center** 995 E. Riley Dr,  
Avondale, AZ 85323

Open

## Gila Bend

**Gila Bend Location**  
123456 W. Gila Bend St,  
Gila Bend, AZ 12345  
**Juanaysa Ortiz**  
Cell: 623-274-5095  
Juanaysa.Ortiz@maricopa.gov

## Surprise

**City of Surprise Resource Center**  
12425 W. Bell Road , Building A, Surprise,  
AZ 85378  
**Melinda Greenhouse**  
Desk: 623-222-1630  
Cell: 602-214-4587  
Melinda.Greenhouse@maricopa.gov

## Wickenburg

**Wickenburg Public Library** 164 E. Apache St,  
Wickenburg, AZ 85390  
**Julie Pellam**  
Desk: : 928-668-0540  
Cell: 602-733-2220  
Julie.Pellam@maricopa.gov

## Mesa

**Workforce Center @ Mesa ARIZONA@WORK/City of Mesa/A New Leaf**  
635 E. Broadway Rd, Mesa, AZ 85204

**LaTonya Eaton**  
Desk: 480-572-1429  
Cell: 602-391-0142  
LaTonya.Eaton@maricopa.gov

## Queen Creek

**Queen Creek Library**  
21802 S. Ellsworth Rd, Queen Creek, AZ  
85142  
**Amy Altschul**  
Cell: 602-697-8521  
Amy.Altschul@maricopa.gov

## Scottsdale

**Scottsdale Career Center- Vista Del Camino Community Center**  
7700 E. Roosevelt St., Scottsdale, AZ 85257  
**Jessica Diaz**  
Desk: 480-312-0062  
Cell: 602-697-4822  
Jessica.Diaz@maricopa.gov

## Tempe

**Tempe Public Library**  
3500 S. Rural Rd, Tempe, AZ 85282  
**Carter Ellis**  
Cell: 602-419-6466  
Carter.Ellis@maricopa.gov



# Information/Discussion Only.

## FY24 Employer Connection Committee

### Areas of Focus



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# **FY 2024 MCWDB Employer Connection Committee Areas of Focus Proposal**

**Steve Clark  
May 11, 2023**



# FY 24 Committee Areas of Focus Proposal

1. Continue to build capacity with business partners
2. Analyze the talent pipeline
  - a) Project future needs in the workforce



# FY 24 Committee Areas of Focus Proposal (cont.)

3. Recommend ways to leverage resources to better connect businesses with workforce services
4. Evaluate performance in the in-demand industries
5. Evaluate research related to current in-demand industries & recommend changes to industry selection



# FY 24 Committee Areas of Focus Proposal (cont.)

6. Recommend industry-led workforce solutions
7. Develop industry-led workforce solutions
8. Continue to be the Workforce Innovation leader



# Thought/Suggestions?

