



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, October 5, 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: May 11, 2023\*
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5. Chair Report.

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6. Information/Discussion Only.

- a. Business Success Story\*
  - b. WDD Business Services Update/In-Demand Industries Progress Report \*
  - c. Strategic Plan Goal Review/Committee Goal Discussion\*
  - d. Current Outreach Examples\*
  - e. MCWDB Committee Member Forum: Community Involvement
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7. Call to Public.

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8. Adjourn.

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**NEXT MEETING: December 7, 2023**

*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, May 11, 2023 – 9:30 a.m.

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

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

**Members Present:** Gregg Ghelfi, Ismial Rangel, Matt Clark, Noelle Trinder, Subhash Chandra  
(Note: All members present attended in-person or via GoTo meeting)

**Members Absent:** Julie Stiak, Konrad Robichaud, Marcia Veidmark, Scott Holman

MEETING

**Call to Order.**

Chair Subhash Chandra called the meeting to order at 9:33 a.m. and requested a roll call.

**Roll Call.**

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

**Welcome and Opening Remarks.**

Chair Chandra welcomed everyone to the meeting and introduced new MCWDB Management Analyst Julia Maciel.

**Consent Agenda.**

Meeting Minutes: February 2, 2023

**MOTION:**

Chair Chandra asked for a motion to approve the MCWDB Employer Connection Committee February 2, 2023, Meeting Minutes. Matt Clark made a motion; Gregg Ghelfi seconded the motion.

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

**In Favor:** Gregg Ghelfi, Ismial Rangel, Matt Clark, Noelle Trinder, Subhash Chandra

**Opposed:** None

**Abstained:** None

Motion failed due to lack of quorum. The February 2, 2023, meeting minutes will be moved to the next MCWDB Employer Connection Committee meeting for consideration.

**Chair Report.**

No report.

**Information/Discussion/Possible Action.**

In-Demand industries Discussion/Recommendation

MCWDB Executive Director provided the Committee with a recommended update to the previously discussed in-demand industries recommendation. Below are the highlights of Mr. Clark’s presentation.

- Why In-Demand Industries are Important
- Current In-Demand Industries Review
- Committee’s March Recommendation
- Professional, Scientific, and Technical Services Description
- Suggestions
- Rationale
- Revised Recommended In-Demand Industries
  - Construction
  - Healthcare and Social Assistance
  - Manufacturing
  - Finance and Insurance
  - Transportation and Warehousing
  - Information Technology

Mr. Clark recommended providing the Executive Committee with current list of in-demand industries, due to their maintained current market relevancy and that the Committee be tasked with providing an annual review of the industries, along with investigating the Professional, Scientific and Technical Services category in Fiscal Year 24.

The Committee discussed the following points.

- Information Technology has touched most, if not all of the in-demand industries;
- Information Technology category is a catch all category;
- Agree not to subcategorizing the industries;
- Noting that the in-demand industries are not in a specific order;

No motion was held but noted that the recommendation would be provided to the Executive Committee at their May 18, 2023 for consideration.

**Information/Discussion Only.**

Maricopa County Apprenticeships

MCWDB Healthcare Careers Pathway Strategist, Jordan Dodeward and Workforce Development Division (WDD) Apprenticeship Program Supervisor Betsy Nelson provided a presentation on the Maricopa County Apprenticeships. Below are the following highlights form this presentation.

What is a Registered Apprenticeship?

- Typical Apprenticeship Partners
- Apprenticeship Grant (\$12 million)
- WDD Apprenticeship Team
- Apprenticeship Information/Data

WDD Apprenticeship Projects/Initiatives

- WDD Projects/initiatives

WDB Apprenticeship Projects/Initiatives

- Save the Date – AHAA 2.0

Committee Member Noelle Trinder shared Banner’s focus on apprenticeships and partners with the same focus. She also noted Banner’s desire to expand beyond healthcare related apprenticeship and those supporting roles, such as information technology, culinary, etc... She also shared her appreciation for the upcoming event looked forward to attending.

#### WDD Business Services Update

Workforce Development Division (WDD) Business Services Manager Tina Russo provided the Committee with a WDD business Services update, along with an overview of the business services.

##### Business Services Update

- Business Services Communication Platform Roll Out
- Increase in manufacturing job seekers
- Presenting to the Small Business Association (SBA) on the Business Services available.

##### Business Services Available

- Employers (WDD Services Offered)
- Job Seeker (WDD Services Offered)
- Career Center Locations (10 – Maricopa County)
- Expand to 3 additional locations

Chairman Chandra and Mr. Clark both thanked the Workforce Development Division team for all of their work in our community.

#### FY24 Employer Connection Committee Areas of Focus

MCWDB Executive Director provided the Committee with a proposal for the FY24 Employer Connection Committee Areas of Focus. Below are the highlights of Mr. Clark’s presentation.

- Continue to build capacity with business partners;
- Analyze the talent pipeline;
- Recommend ways to leverage resources – connect businesses with workforce services;
- Evaluate in-demand industries performance;
- Evaluate research for current in-demand industries and recommend changes to industry selection;
- Recommend industry-led workforce solutions;
- Develop industry-led workforce solutions; and
- Continue to be a workforce innovation leader.

The Committee shared the following comments.

- Agree with increasing the partnerships in the in-demand industries.
- Requested onsite visits with some of the in-demand industries.
- Provide presentation by each of industries
- Include in-demand industry representatives in the Committee membership

#### Call to the Public.

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

#### Adjourn.

Chair Chandra adjourned the meeting at 10:29 a.m.


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



# Information/Discussion Only. Business Success Story



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# Business Success Story

In October 2022 a Business Service Representative (BSR) had a meeting with the City of Mesa's Economic Development department, Bryan Smith asked if we would meet with a small company, Helton Tool & Home, that was asking for hiring help.

The BSR scheduled a meeting, toured their facility, and met with Dan Kerby the Warehouse Manager, Jack Helton the President/CEO, and Kara Hermann their Operations Manager. They discussed their operations and how ARIZONA@WORK Maricopa County could help with their hiring needs through our resources Arizona Job Connection, Job Fairs, and the Job Blast. The BSR left with two job openings, one for a warehouse worker, and one for an administrative assistant.

Helton Tool & Home has participated in several job fairs, and several of the State's second chance job fairs to assist in meeting their staffing needs. The BSR was able to fill those positions last year.

The BSR consistently checked with Helton Tool & Home and over the summer, they were fully staffed.

This September 2023 the BSR received a call that Helton Tool & Home needed two warehouse workers right away. The BSR checked with all the East Valley Career Advisors to advise that Helton Tool & Home had the job opportunities, \$17.00/hr. to start, \$1.00 increase after successfully completing probation, \$1.00 increase after 1 year. The Career Advisors started looking through their caseloads, and Maryanne Baiza found an individual that she thought would be a good fit. They submitted the job seeker right away to Helton Tool & Home. They called him in for an interview the next morning and hired him that day.

A few days later the BSR received a job order for an Administrative Assistant from Helton Tool & Home and referred them to participate in our Mesa Hiring Event on September 26, 2023. Helton Tool & Home received applicants for the Administrative Assistant position as well as the open warehouse positions. They filled the Administrative Assistant position from the event. Over the past year they have hired at least 6 people from referrals or through attending hiring events. Helton Tools & Home offers full benefits and hires smart justice backgrounds.



# Information/Discussion Only.

## WDD Business Services Update/ In-Demand Industries Progress Report



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## August 2023 Business / Industry Report

### WDD Business Services Representatives

Services Provided	West	East	Total
New Employer Meetings	22	83	105
In-Demand Count	6	76	82
Employer Check-In's	39	86	125
Job Orders Placed	6	148	154
Placement's above \$17/hour	4	7	11

### WARN-Activity

- In 2022, there were 7 WARN Notice issued, impacting 679 employees.
- There is still a whole quarter remaining in the year.

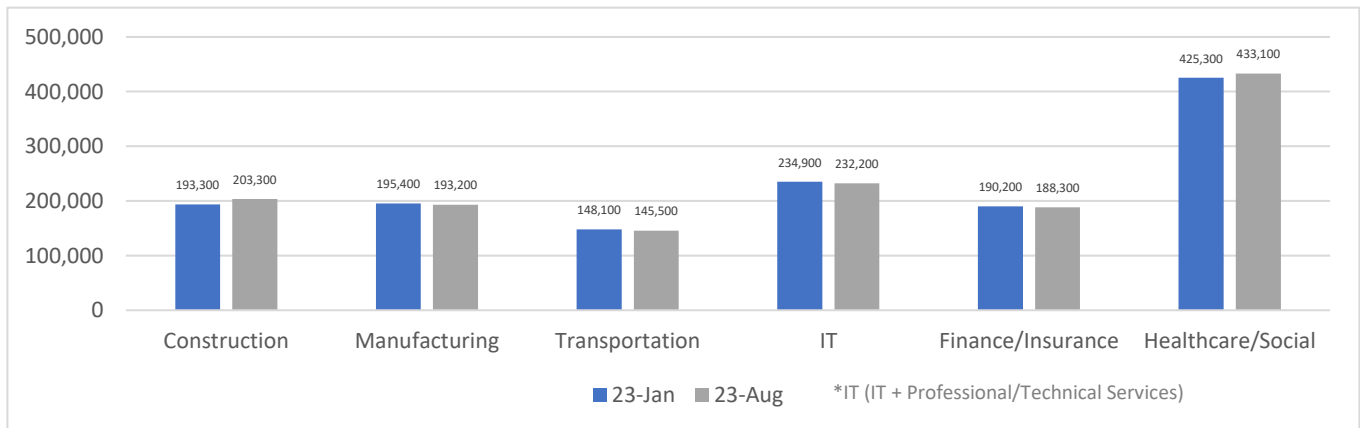
Month/2023	Jan	Feb	Mar	Jun	Jul	Aug	Sep	Total
Number of WARN Notices	4	7	4	1	4	5	1	26
Impacted Employees	505	508	352	80	319	1,221	71	3,056

\*2023 Monthly Breakdown

The industries most reflected in these notices are:

- *Finance/Insurance*
- *Manufacturing*
- *IT*
- *Transportation/Logistics*

### Industry Growth (Jobs in Industry)



### Human Services

234 N. Central Ave., Suite 3000  
Phoenix, Arizona 85004



# Information/Discussion Only.

## Strategic Plan Goal Review/ Committee Goal Discussion



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# Strategic Plan Goal Review & FY24 Committee Goals

Discussion

October 5, 2023

# Where we left off

## May 11, 2023, Employer Connection Committee Meeting

- Continue to build capacity with business partners
- Analyze the talent pipeline
- Recommend ways to leverage resources – connect businesses with workforce services
- Evaluate in-demand industries performance
- Evaluate research for current in-demand industries and recommend changes to industry selection
- Recommend industry-led workforce solutions
- Develop industry-led workforce solutions
- Continue to be a workforce innovation leader

# WIOA Functions of the Board

(2) Workforce Research and Regional Labor Market Analysis

(4) Employer Engagement – lead efforts to engage with a diverse range of employers

(5) Career Pathways Development

# Strategic Plan Connection to Committee



## Impact

Goal #5: Increase participation of individual job seekers and businesses served across all Maricopa County Workforce Development Board title partner programs

- *Strategy 5.C: Annually review, identify, and prioritize the in-demand industry sectors in Maricopa County.*
- *Strategy 5.D: Assess in-demand industry needs and education programs to identify gaps*
- *Strategy 5.E: Convene in-demand sector stakeholders to develop career pathways to alleviate labor market shortages*

# Committee Schedule

Fiscal Quarter	2023/2024			
	Q1	Q2	Q3	Q4
October		October 5, 2023		
December		December 7, 2023		
February			February 8, 2024	
April				April 11, 2024

# Discussion

- 1. What would you like the Employer Connection to additionally accomplish this year?**
- 2. How do you envision activities being accomplished?  
Timeline?**
- 3. What kind of information/research will you need to make informed decisions?**



# Other thoughts? Questions?





# Thank You



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# Information/Discussion Only.

## Current Outreach Examples



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# Current Outreach Examples

5 October 2023 | Jordan Dodeward, Career Pathways & Apprenticeship Strategist



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# Employer Outreach Guide

EXAMPLES OF OUTREACH ACTIVITIES AND A GUIDE FOR FUTURE OPPORTUNITIES

- Current Activities
- Upcoming Events & Opportunities
- Upcoming ARIZONA@WORK Events
- ARIZONA@WORK Engagement Guide

# Current Activity Examples

## COMMITTEE, COUNCIL AND WORKGROUP PARTICIPATION

### **WESTMARC**

Healthcare Committee, Education and Workforce Committee, Economic Development Committee

### **Arizona Association For Economic Development, AAED**

Workforce Committee

### **AZNext**

AZNext Advisory Board

### **PipelineAZ**

AHCCCS Pipeline Hub Workgroup

### **Valley of the Sun United Way, VSUW**

Workforce Development Coalition

### **Apprenticeships**

OEO BuilditAZ Workgroup

# Upcoming Events & Opportunities

## **Arizona Association For Economic Development, AAED**

Workforce Committee Meeting 10/12 @ 2pm

## **WESTMARC**

Education and Workforce Committee 10/11 @ 9am

West Valley Hot Topics webinar (Manufacturing) 10/18 @ 12pm

Business Tech Summit 11/29 @ 8am

## **Phoenix East Valley Partnership**

Various Upcoming Committee Meetings

## **VSUW**

Workforce Development Coalition meeting 11/7 @ 10am

## **Association for Career & Technical Education, ACTE**

ACTE's CareerTech VISION 2023, Phoenix, AZ, November 29 – December 2, 2023

## **AZ Construction Career Days**

Association for Construction Career Development, Live Event. Arizona National Guard, November 1-2, 2023 @8am

# Workforce Events

## Reduce the Commute Job Fair

October 10 @ 10 am – 2pm, employer registration [HERE](#)

## Building a Dream Job Fair

[October 12](#) @ 9 am – 12 pm

## Glendale Hiring vent

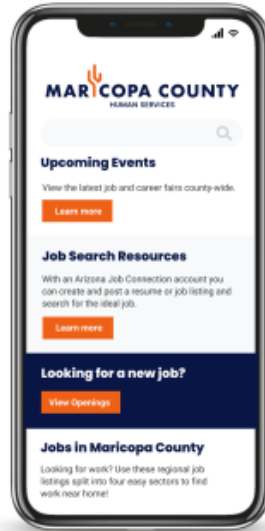
[October 17](#) @ 10 am – 1 pm

## Building a Dream Job Fair

[October 19](#) @ 10 am – 1 pm



# Sign up for a weekly job blast.



Scan to Sign Up



[bit.ly/JobBlast](https://bit.ly/JobBlast)

Scan to Sign Up



[bit.ly/JobBlast](https://bit.ly/JobBlast)

Your source for job leads,  
job fairs, hiring events, and  
career coaching directly to  
your inbox!



# ARIZONA@WORK Engagement Guide



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# How to engage with ARIZONA@WORK

AS A MARICOPA COUNTY BOARD MEMBER AND EMPLOYERS



- Job Fairs
- Hiring Events
- Referrals
- Resources
- Discussion

# Job Fairs & Hiring Events

ARIZONA@WORK MARICOPA COUNTY

East Valley - **Tara Thain**

Business and Community Services Supervisor - East Valley

1001 W. Southern Ave., Suite #101 Mesa, AZ 85210

**O:** 602-372-9728 **C:** 602-670-6942

**E:** [tara.thain@maricopa.gov](mailto:tara.thain@maricopa.gov)

West Valley - **Minerva Vicuna**

Business and Community Services Supervisor - West Valley

1001 W. Southern Ave., Suite #101 Mesa, AZ 85210

**O:** 602-372-9728 **C:** 602-670-6942

**E:** [minerva.vicuna@maricopa.gov](mailto:minerva.vicuna@maricopa.gov)

Secondary Contact (CC on all requests)

**Tina Russo** - Program Manager, Business and Community Services

1001 W. Southern Ave., Suite #101 Mesa, AZ 85210

**O:** 602-372-4220 **C:** 602-291-1491

**E:** [tina.russo@maricopa.gov](mailto:tina.russo@maricopa.gov)



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# Referrals

ARIZONA@WORK MARICOPA COUNTY

All Job Seekers can walk into any of our comprehensive sites or satellite locations at any time to access services.

All Job Seekers can begin creating a client account on the online Client Portal

And please share employer resources and contacts with any other employers looking to engage with ARIZONA@WORK, Maricopa County

# Additional Resources

ARIZONA@WORK MARICOPA COUNTY

Maricopa County Business Services | [HSDBusinessServices@maricopa.gov](mailto:HSDBusinessServices@maricopa.gov)

Labor Market Trends | [East Valley & West Valley](#)

Smart Justice Team | [WDDSmartJustice@maricopa.gov](mailto:WDDSmartJustice@maricopa.gov)

Workforce Development Outcomes | [Career Seeker Data](#)

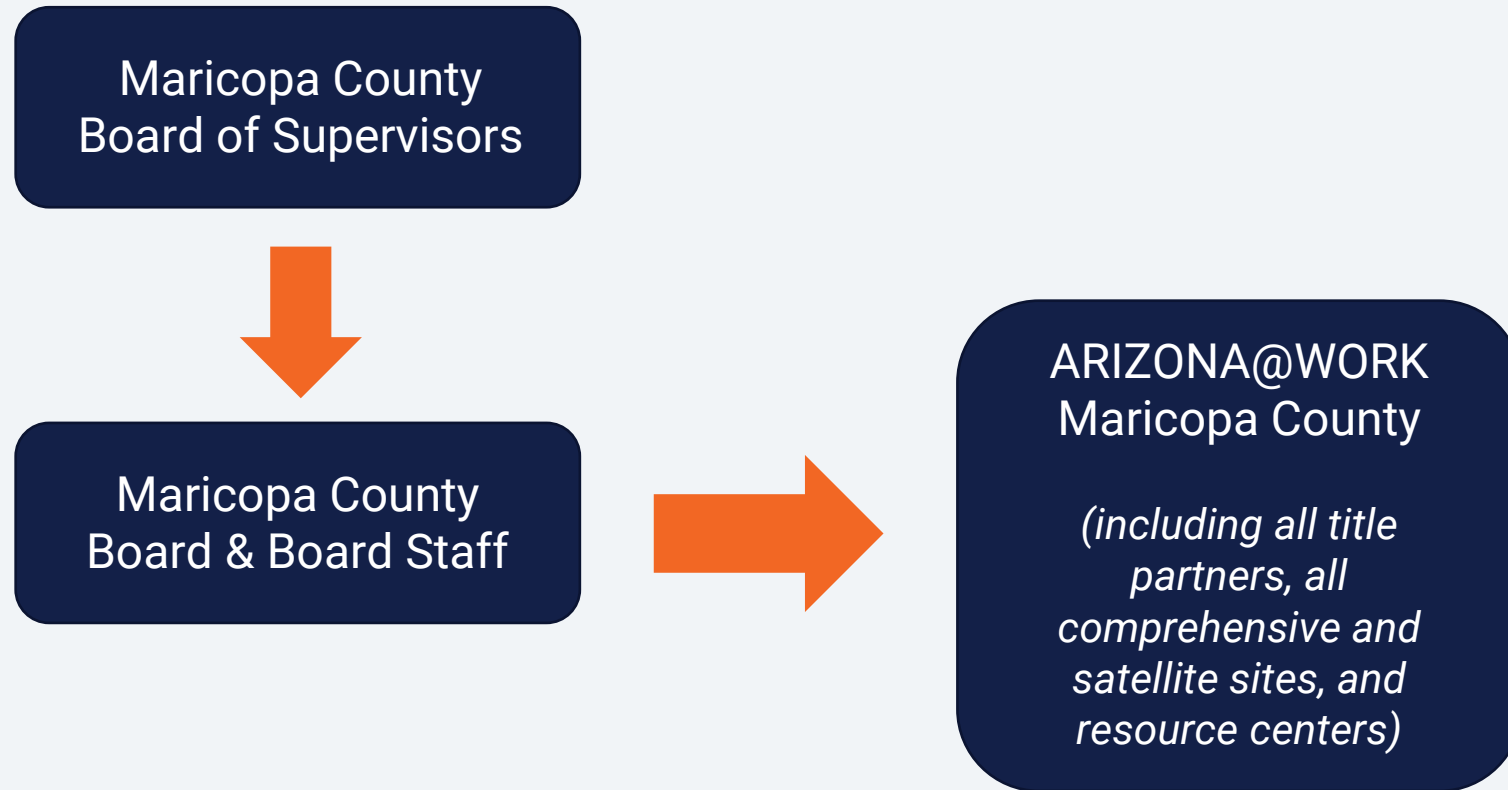
Maricopa County Website | [Workforce Development Division](#)

ARIZONA@WORK Website | [Maricopa County](#)

Maricopa County Workforce Development Board Staff

# Discussion – Visual

ARIZONA@WORK MARICOPA COUNTY



# Discussion – Verbal Formal

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I am a Maricopa County Workforce Development Board Member. The Maricopa County Workforce Development Board acts under the Maricopa County Board of Supervisors in strategic planning, oversight, and evaluation of the Workforce Innovation and Opportunity Act (WIOA). WIOA is US public law and the primary federal workforce development legislation. Our local workforce development area is ARIZONA@WORK, Maricopa County.



# Discussion – Verbal Informal


ARIZONA@WORK MARICOPA COUNTY

I am a Maricopa County Workforce Development Board Member. The board oversees our Arizona public job-seeker service provider, ARIZONA@WORK, Maricopa County. ARIZONA@WORK serves job seekers, businesses, employers, educators, and all things workforce!



# Thank You



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