



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, December 7, 2023 – 9:30 a.m.

County Administration Building
301 W. Jefferson, 2nd 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.

2. Roll Call.

3. Welcome, Opening Remarks and Meeting Objectives.

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: October 5, 2023*
-

5. Chair Report.

6. Information/Discussion/Possible Action.

- a. FY24 Committee Goals*
-

7. Information/Discussion Only.

- a. Business Success Story*
 - b. PipelineAZ Presentation*
 - c. Workforce Development Division Apprenticeship Update/ In-Demand Industries Progress Report*
 - d. MCWDB Committee Member Forum: Talent Acquisition
-

8. Call to Public.

9. Adjourn.

NEXT MEETING: February 8, 2024

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



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

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Members Present: Gregg Ghelfi, Ismial Rangel, Julie Stiak, Konrad Robichaud, Matt Clark, Noelle Trinder
(Note: All members present attended in-person or via GoTo meeting)

Members Absent: Dominique Prettyman, Jacob Evenson, Marcia Veidmark

MEETING

Call to Order.

MCWDB Executive Director Steve Clark called the meeting to order at 9:34 a.m. and requested a roll call.

Roll Call.

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

Welcome and Opening Remarks.

Mr. Clark welcomed everyone to the meeting and noted former MCWDB Employer Connection Committee Chair Subhash Chandra's recent resignation from the Board. Mr. Clark also noted that the MCWDB Employer Connection Committee Chair position was available and to please let him know if anyone on the Committee might be interested in filling the seat.

Due to the start of the new fiscal year and the addition of new committee members, Mr. Clark opened the meeting to introductions for the Committee members and MCWDB staff.

Consent Agenda.

Meeting Minutes: May 11, 2023

MOTION:

Mr. Clark asked for a motion to approve the MCWDB Employer Connection Committee May 11, 2023, Meeting Minutes. Gregg Ghelfi made a motion; Noelle Trinder seconded the motion.

Mr. Clark called for an all-in-favor vote:

In Favor: Gregg Ghelfi, Ismial Rangel, Julie Stiak, Konrad Robichaud, Matt Clark, Noelle Trinder

Opposed: None

Abstained: None

Motion passed.

Chair Report.

No report.

Information/Discussion Only.

Business Success Story

Maricopa County Workforce Development Division Business Service Representative Kathy Allyn shared a Business Success Story with the Committee.

WDD Business Services update/In-Demand Industries Progress Report

Maricopa County Workforce Development Division Assistant Director Jared Beard provided a presentation on the WDD Business Services update/In-Demand Industries Progress Report. Below are the highlights of his presentation.

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

WARN Activity

2022: 7 WARN Notices/Impacting 679 Employees

	Jan	Feb	Mar	Jun	Jul	Aug	Sept	Total
WARN Notices	4	7	4	1	4	5	1	26
Impacted Employees	505	508	352	80	319	1221	71	3056

Industry Growth

	January 2023	August 2023
Construction	193,300	203,300
Manufacturing	195,400	193,200
Transportation	148,100	145,500
IT	234,900	232,200
Finance/Insurance	190,200	188,300
Health/Social	425,300	433,100

The following Committee questions and comments were discussed.

Question/Comment	Response
How many business services staff are dedicated to reaching out to employers? With the increase in WARN notices and rapid response resources being at both the local and state levels, have you reached out for state resources?	- West Valley Center: 2 staff - East Valley Center: 2 staff (3 rd person forthcoming) Yes. However, they have concentrated most on the local level, as the state has expressed capacity issues. At the local level, they also integrate Maricopa County Services (non- WIOA services).

Mr. Clark thanked Mr. Beard for his presentation.

Strategic Plan Goal Review/Committee Goal Discussion

MCWDB Executive Director provided a presentation on the Strategic Plan Goal Review/Committee Goal Discussion. Below are the highlights from this presentation.

Where we left Off

(May 11, 2023 Meeting)

- Continue to build capacity w/business partners
- Analyze the talent pipeline
- Recommend ways to leverage resources – connect businesses w/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
- 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 partners program

Committee Schedule Review

Discussion

The following discussion points we made.

- 3-4 Goals Ideal
- Be adaptable to the changing markets (being able to get the laid-off workers into training/positions quickly)
- Favored: Analyze the talent pipeline, including CTE pipeline
- Favored: Continue to be a workforce innovation leader

Discussion Summary

- 3 Goals
- Continue to be a workforce innovation leader
- Adaptable to Market Changes
- Analyze the talent pipeline, including CTE pipeline

Current Outreach Examples

MCWDB Careers Pathway and Apprenticeship Strategist Jordan Dodeward provided a presentation on the Outreach Opportunities. Below are the presentation highlights.

Employer Outreach Guide

Current Activity Examples

- | | |
|---|---------------------------------------|
| - WESTMARC | - PipelineAZ |
| - Arizona Association for Economic Development (AAED) | - Valley of the Sun United Way (VSUW) |
| - AZNext | - Apprenticeships |

Upcoming Events & Opportunities

Workforce Events

Workforce Weekly Job Blasts

ARIZONA@WORK Engagement Guide

How to Engage with ARIZONA@WORK

Job Fairs & Hiring Events

Referrals

Additional Resources

Discussion (Visual/Verbal Formal/Verbal Informal)

The following Committee questions and comments were discussed.

Question/Comment	Response
<ul style="list-style-type: none"> - Importance of finding ways to continue to fund apprenticeships - How are the state and county working together on the apprenticeship programs? - WIOA identifies funding each year for apprenticeships, correct? 	<ul style="list-style-type: none"> - Build-It-AZ (state-organized group) is collectively working to address a series of issues, including the apprenticeship challenges. - Yes, each year the WIOA has funding ear-marked for apprenticeships. Unrelated to the \$12 million in ARPA funding (federal one-time funding). Expecting a continued reduction in WIOA funding next year.

Mr. Clark thanked Jordan for her presentation.

MCWDB Committee Member Forum: Community Involvement

Mr. Clark shared the addition of this regular agenda item to be applied at each Committee meeting with a new topic for sharing. Mr. Clark then opened the floor for Committee members to share best practice for community involvement.

Recommended Future Presentations

- PipelineAZ (Youth to Career Success)
- ElevateEdAZ (Youth to Career Success)
- Possible joint Employer Connection/Youth Committee meeting for PipelineAZ & ElevateEdAZ presentations.
- Greater Phoenix Chamber

Call to the Public.

Mr. Clark made a call for public comment. No one spoke.

Adjourn.

Mr. Clark adjourned the meeting at 10:31 a.m.

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



Information/Discussion/Possible Action.

FY24 Committee Goals

FY24 MCWDB Employer Connection Committee Goals

1. Continue to be a workforce innovation leader
2. Adapt to market changes
3. Analyze the talent pipeline, including CTE pipeline



Information/Discussion Only.
Business Success Story

Business Success Story

Success Story

PROEM National Events Services is the culmination of rental-industry leaders across the United States brought together to form a single company that specializes in large scale event production. PROEM National Event Services has provided more than 4,500 plus events annually ranging from largescale nationally televised sporting events, concerts and festivals to smaller and more intimate corporate meetings, weddings, and social gatherings. PROEM has been a staple employer at all our partnership site hiring events/ job fairs for many years.

Sammy Hale, Project Manager with PROEM, has onboarded many job seekers and continues to do so. This employer is a great help to our mature adults needing additional income to supplement their social security. Many of our clients who aren't tech savvy enough to remain up to date with technology enjoy working events with PROEM.

PROEM shows up just as excited as we are to have them in attendance at our Job Fairs. We have followed up with several of our job seekers who have applied for jobs with PROEM and are still employed with them full-time and part-time. PROEM to those who need work now and need flexibility in their schedules. PROEM has all types of positions available Event staff, security guards, drivers, and many more. Sammi and his colleague Rhoe have an excellent way of communicating with our job seekers and they all leave feeling excited for the next steps to gaining employment.

Recently, PROEM attended our Tempe Job Fair on 10/26/23 at the Tempe Library. They interviewed over 50 job seekers for part-time and full-time opportunities. Currently they have hired 37 job seekers from that event. Also, attended our Surprise Job Fair on 11/16/23 and hired an additional 4 job seekers. We are grateful for the continued partnership and look forward to many more job fairs together.



Information/Discussion Only.

PipelineAZ Presentation



MCWDB Employer Connection Committee

DECEMBER 7, 2023

We aspire to be the
single access point for
comprehensive **career**
pathway information in
Arizona.

21K

JOB SEEKERS

155K

USERS

361

SCHOOLS & COLLEGES

119K

STUDENTS

7.5K

COMPANIES

2,900

NON-PROFIT MANAGERS

What is Pipeline AZ?

Pipeline AZ is uniquely positioned as the single source of career information and pathways in Arizona.

Our platform enables a network of career support for "supply" and "demand" stakeholders, maintained through community stakeholder tools.

Pipeline AZ provides statewide career exploration and workforce development support resources through a common skill-based language.



Arizona's Workforce Challenges

Will we have enough skilled talent to meet the demands of our current and future business needs?

Our education, industry and supporting services in career development are desperate to connect our students and community members to clear pathways towards local careers.

1

Arizona Talent Needs are Becoming Increasingly Dire



Worker Shortage

2

Arizona Workforce Development is Disconnected



Changing Skill Needs

3

Arizona Career Choices are Confusing



Arizona is Attracting New Industries



90,000 New Jobs are Posted Daily

Real Questions for Us

How do we...

01

Help employers
attract and retain
employees?

02

Connect supply
and demand in
the marketplace?

03

Create earlier
career awareness
for students?

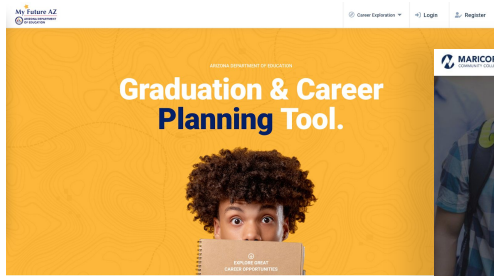
04

Align the ecosystem
for consistent career
information?

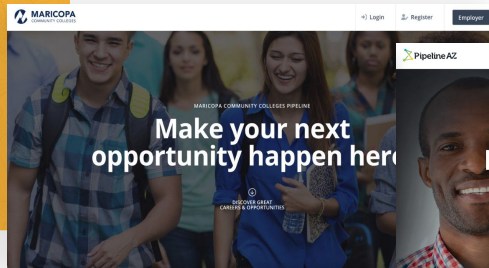
Innovative Systems to Connect the Pipeline

We aim to help solve the fragmented job marketplace by innovating the way workforce stakeholders connect, collaboratively. And we are the only solution that covers the entire workforce continuum starting with K12 to the P20 journey, and beyond.

K12 Students



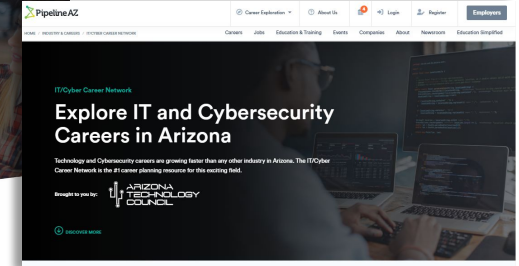
Post Secondary Students



Return-to-Work and Transitioning Workers

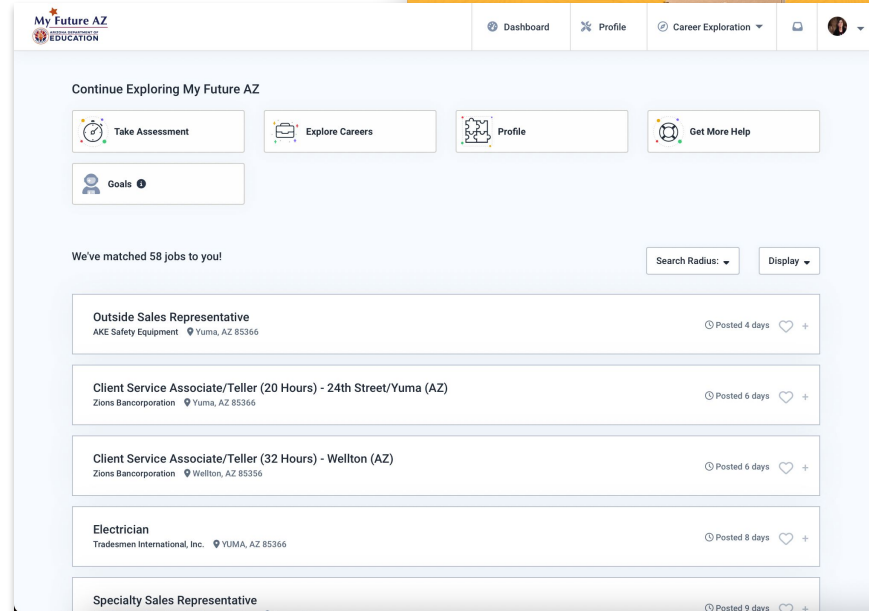
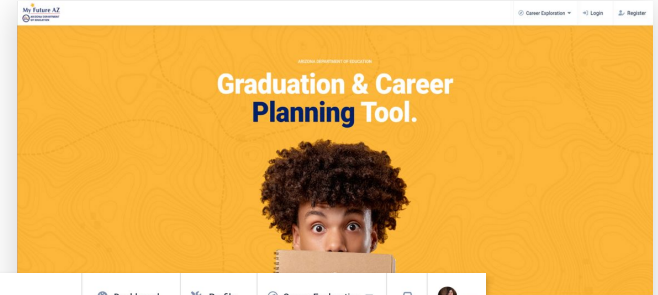


Industry Workforces



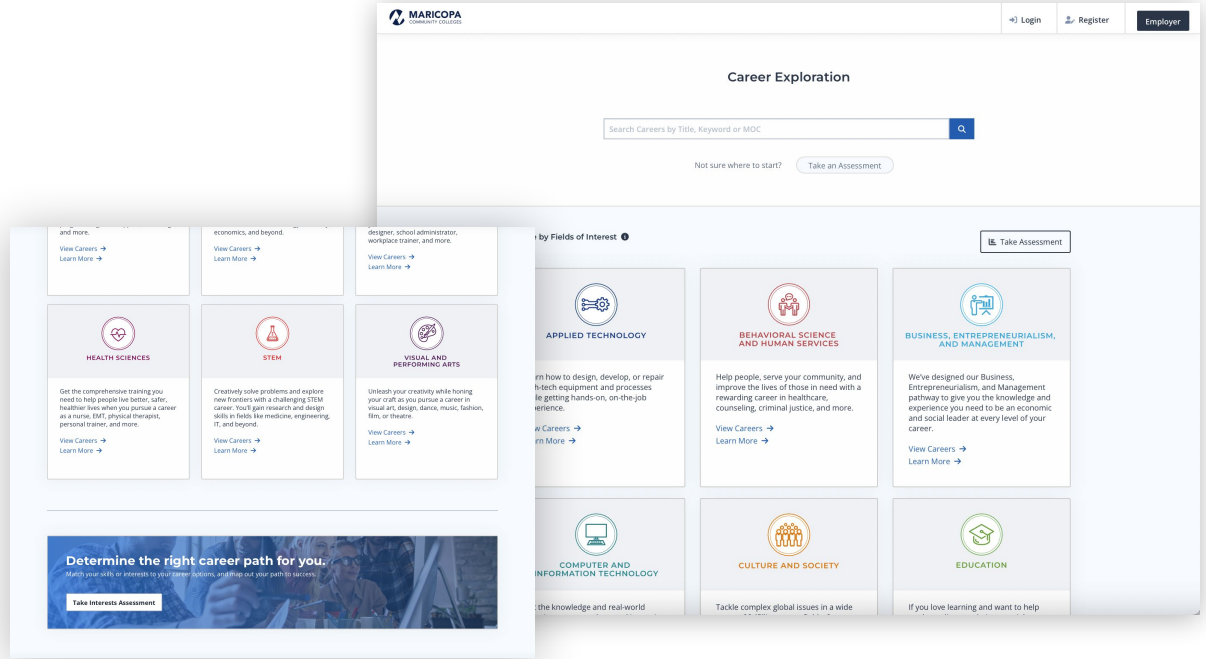
My Future AZ

In Partnership with the Arizona Department of Education, MFAZ is a robust career exploration and planning platform to help students complete their ECAP for graduation.



College Solutions

Pipeline AZ assists students' with **career navigation** in support of **guided pathways** by connecting them with local opportunities and information most applicable to their experiences and interests giving them tangible career and education goals.



Industry Solutions

Industry Hubs Create Spaces for **Talent Attraction**. These unique resources **align directly with the core workforce industries for Arizona's economy**. Industry hubs:

- Create common skills, career pathways, and upskilling
- Create relationships with key employers in Arizona
- Introduce unique recruitment opportunities for employers



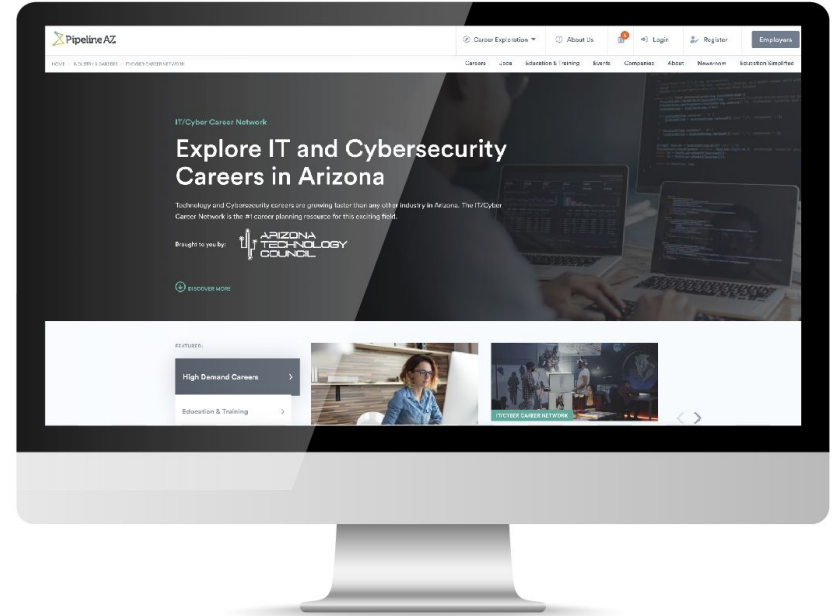
IT Cyber
Network Hub



AZ
Healthcare
Careers



Hospitality +
Tourism Hub



Partnership Opportunities

Our [career exploration and planning](#) opportunities make us a [great first step](#) for youth and job seekers unsure where to start.

[Apprenticeships](#) are gaining renewed focus for government and industry. How can we tell the story of apprenticeships to our youth audience?

Students make up $\frac{2}{3}$ of our user base. Schools and colleges are eager for more [work-based experiences/learning](#) to offer students.

EXPLORATION



APPRENTICESHIPS



WBLs



WORKFORCE DEVELOPMENT

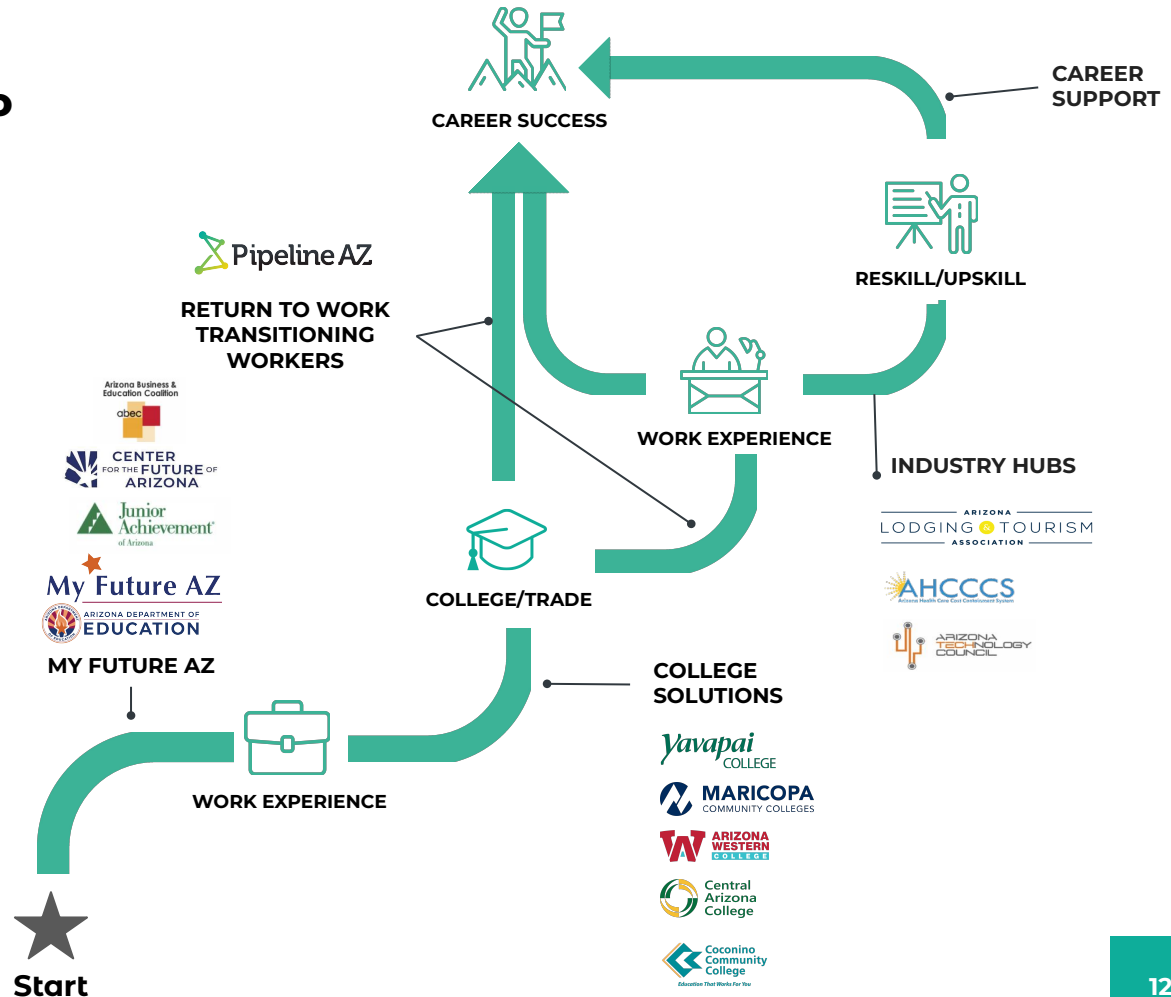
Bridging the gaps between Arizona's workforce and employers through strategic partnerships.



Pipeline AZ is Integrated into Critical Steps of the Career Journey

The path from high school, to college, to career in Arizona it is now CONNECTED!

Our goal is to be the key link between education, employment, and career improvement opportunities across Arizona.



Support for Employers

Organizations invest in regions with favorable human capital outlooks.

Pipeline AZ is a valuable recruiting tool for employers with high-quality candidate matching, free job posting, and long-term career pipelines through Arizona's education partnerships.

- a) Free and unlimited job postings
- b) Communicate directly with candidates through the platform
- c) The ability to filter and sort through matched candidates for a refined candidate pool



We aim to rise above
the rest. Always.



Thank you!

For more information, reach out to
RFurQaan@PipelineAZ.com

To learn more as a job seeker, employer, partner or
community supporter, visit:
www.pipelineaz.com





Information/Discussion Only.
Workforce Development Division
Apprenticeship Update/
In-Demand Industries Progress Report

Total Partnerships – 10 Programs

Construction

- WECA
- IEC
- ABA
- PEJATC
- Wilson
- AZ Sheet Metal
- Rummel Construction

Healthcare

- United Health Group

Manufacturing

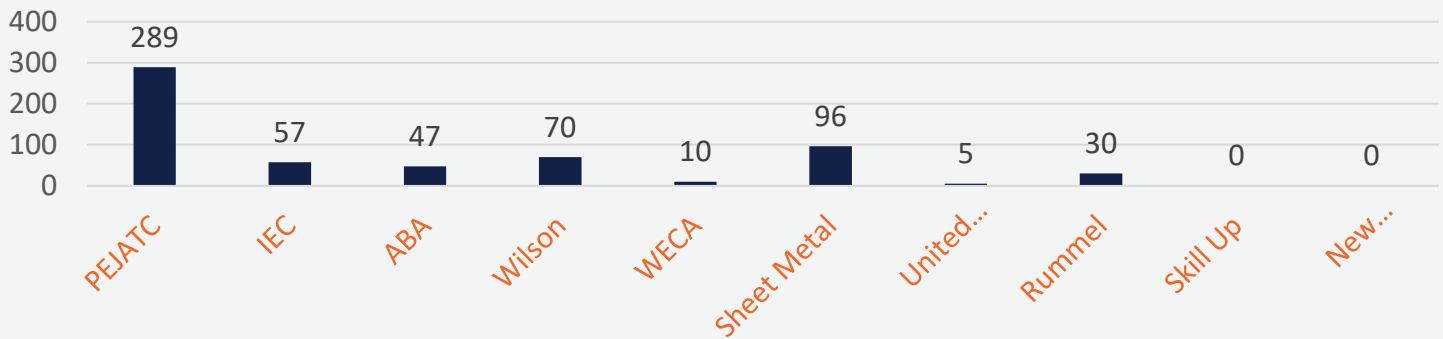
- Skill Up AZ

IT

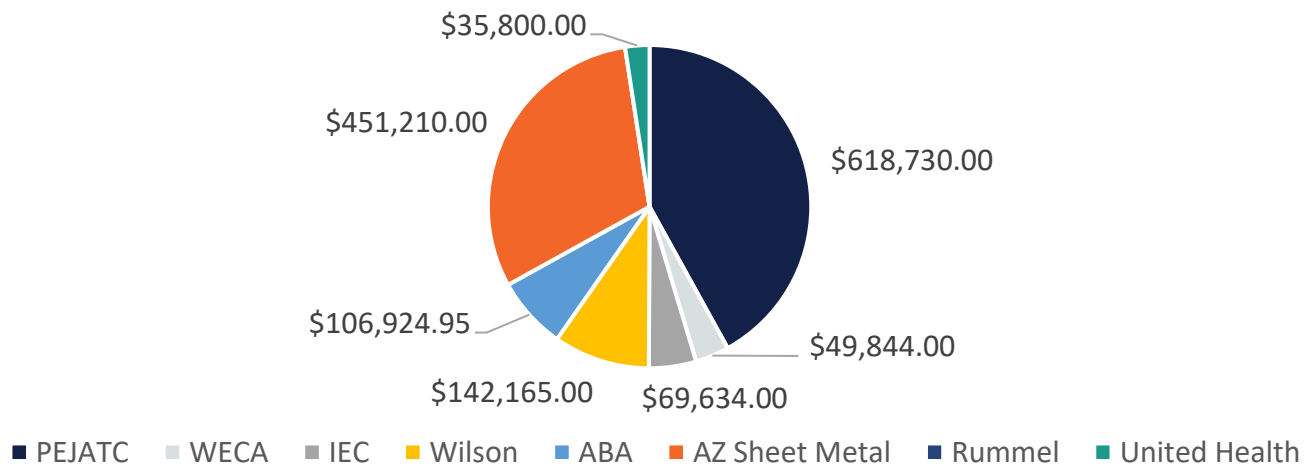
- New Apprenticeship

Total Enrollments – 604

Active Enrollments By Program



Program Funding Breakdown (FY24)





WDB Industry Report

PY23 - December 2023

Sector Trends

Construction

Updates/Insights

- No net growth or loss was reported in this sector.
- The biggest challenge seems to be finding Welders and CNC Machinists
 - Traditional Skills that not many job seekers have these days.

Companies Actively Hiring with Us

- Cactus Asphalt
- Champion Home Builders
- Home Depot

Finance/Insurance

Updates/Insights

- Finance opportunities (specifically in banking) have decreased.
- Entry level jobs are mostly in retail banking.
- Mortgage sector very slow, some layoffs.
- Projected growth (-0.6%)
- Responding to a downturn in lending activity after the rapid rise in interest rates that has slowed borrowing nationally.
 - Global Credit Union, formerly Alaska USA Federal Credit Union, laid off 185 employees earlier in the year this week at its operations in five states, including Arizona (Glendale).
 - On a more positive note, the Glendale location is now actively hiring again including for Member Service Specialist, Financial Services Representative and Dispute Resolution Specialist.

Companies Actively Hiring with Us

- BMO
- Global Credit Union
- Comerica Management Co.
- First Convenience Bank
- Jackson Hewitt



Human Services

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

Healthcare

Updates/Insights

- Mid-career professionals (3-7 years) are still leaving the industry.
- Imaging professionals are in very high demand.
- IT - Cyber Security professionals with healthcare sector experience in demand.
- Healthcare is Arizona's largest sector
 - Directly employing over 400,000 Arizonans
- The Arizona Board of Regents estimates that by 2030, the healthcare sector will have a shortage of 23,300 health care professionals or about 2,300 net every year.
- Industry Growth (+5.6%)
- Care Agencies report it is very difficult to hire Direct Care Workers as there are many potential employees per vacancy and the competition is huge. Agencies typically pay \$14 – \$17 per hour and some employers pay considerably more e.g., the State (DES) offers up to \$22 per hour.
- Arizona is projected to have the largest shortage of nurses in the country by 2025, with a total projected shortage of 28,100 RNs.

Companies Actively Hiring with Us

- 21st Century Healthcare Inc.
- Arizona Department of Health Service
- RI International
- Banner
- Haven Health
- Valley Hospital (Universal Health Services)
- Griffols
- Sun Health
- Abrazo

Information Technology (IT)

Updates/Insights

- Mass lay-off still occurring as companies over-hired during the pandemic "right size" before the end of the year.
- Entry level opportunities have almost completely dried up.
- IT positions we're seeing are mid to high level experience required.

Companies Actively Hiring with Us

- N/A

Manufacturing

Updates/Insights

- Holiday season is here which means more opportunities in manufacturing, transportation, and logistics.
- The large manufacturing companies are still hiring.



Human Services

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Companies Actively Hiring with Us

- Amazon
- UPS
- Boeing
- Dexcom
- Industrial Metal Supply
- LUCID Motors
- Monogram Aerospace Fasteners
- Tesla, Inc.
- MNG (Aerospace Manufacturing)

Transportation / Logistics

Updates/Insights

- Holiday season is here which means more opportunities in manufacturing, transportation, and logistics.

Companies Actively Hiring with Us

- Keolis Transit America
- FedEx Ground

County Support

- Hiring Event Recruitment and Participation - How many employers and from which industries have participated in our hiring events so far this year?
 - We had 10 hiring events with 172 employers/businesses in attendance. Forty-eight employers/businesses were in our in-demand sectors and 11 were new businesses.
 - Business /Employer breakdown by in-demand sector:
 - Manufacturing: 13 (2 new)
 - Construction: 4 (1 new)
 - Transportation/Logistics: 9 (2 new)
 - IT: 1
 - Healthcare: 15 (3 new)
 - Finance/Insurance: 7 (3 new)
- New Business Engagement - How many new businesses have we connected with from the 6 targeted industries?
 - BCS team had 192 new connections.
 - Business breakdown by in-demand sectors:
 - Manufacturing: 31
 - Construction: 19
 - Transportation/Logistics: 13
 - IT: 13
 - Healthcare: 97
 - Finance/Insurance: 19



Human Services

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- Business Services - What Services have we provided to businesses in our 6 targeted industries?
 - For new businesses at least 3 services are always provided: **Meet & Greet**, **Worksite Visit**, and **Job Posting**, with an additional 2 often being provided as well, **Follow-up** and **Referral Resources**.
 - Approximately 875 services were provided:

○ Manufacturing: 110	○ IT: 53
○ Construction: 54	○ Healthcare: 554
○ Transportation/Logistics: 38	○ Finance/Insurance: 66

Success Story

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SOURCES

- [Employment Projections \(azcommerce.com\)](https://www.azcommerce.com)
- www.bls.gov/cps
- www.bls.gov/ces
- Talent Neuron, LMI Software

