



**Phoenix Business and Workforce Development Board Meeting Minutes
July 14, 2022 ~ 8:30 a.m.**

VIRTUAL MEETING

Board Members Present:

Latasha Causey-Chair
Nick Bielinski (Vice Chair)
Karen Carter
Steven Cramer
Patrick Fitzhugh
Scott Holman
Jesus Love
Meghan McGilvra
John Soto
Sam Wolo

Daniel Barajas
Alli Benezra
Jeff Clark
Jon Ellerston
Jenny Grondahl
Adam Hawkins
Brendan Mahoney
Dean Sheinert
Luke Tate

Board Members Absent:

Dawna Cato
Kaaren-Lyn Graves
Karen Hartson

Public Attendees:

LaSetta Hogans (Executive Director)
Stacey Van Emst
Susan Roger
Christina Edwards
Todd Berndt
Sylvia Hokey
Eric Toll

Eric Johnson
Laura Whitehead
Matalie Hastings
Melissa Trujillo Kweilin
Waller
Nick DePorter
David Chavez



James Montoya
Ariadna Valentin
Eddie Barajas

Samantha Hansen
Travis Harden

1. Call to Order:

Phoenix Business and Workforce Development (PBWD) Board Chair, Latasha Causey, called the July 14, 2022 PBWD Board Meeting to order at 8:30 a.m. Roll call was completed and a quorum of 19 members were present.

2. Approval of May 12, 2022 PBWDB Meeting Minutes

A motion to approve the May 12, 2022 PBWDB Meeting Minutes was made by PBWD Board Member, Adams Hawkins, and seconded by PBWD Board Vice Chair, Nick Bielinski.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Jenny Grondahl, Scott Holman, Adam Hawkins, Jesus Love, Brendan Mahoney, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo

Opposed: None

Abstained: None

Motion passed

3. Consent Items:

The following Consent Items were presented for approval:



- One Stop Operator May Report
- WIOA Title II Adult Education Quarterly Reports
- ARIZONA@WORK City of Phoenix Draft Policy Review & Approval:
 - 600.602 Training Services-Occupational Skills Training Policy for approval
 - 900.908 Eligible Training Provider List Policy for approval

A motion to approve the consent items was made by PBWD Board Member, Steven Cramer, and seconded by PBWD Board Member, Jenny Grondahl.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Jenny Grondahl, Scott Holman, Adam Hawkins, Jesus Love, Brendan Mahoney, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo

Opposed: None

Abstained: None

Motion passed


4. Chair Update:

PBWD Board Chair, Latasha Causey, provided an update to the PBWD Board with recognition of board Melissa Trujillo, Travis Hardin, Nick DePorter, and Christina Edwards for their service as board members and staff. The prior board members and staff were allowed to share their appreciation and thoughts on their years of service with the PBWD board.

5. City of Phoenix WIOA Title I-B Negotiated Performance Levels for Program Years 2022 and 2023:

LaSetta Hogans, PBWDB Executive Director, provided a presentation regarding the Workforce Innovation and

Opportunity Act Title I-B negotiated performance Levels for program years 2022 and 2023 agreed-upon by the State and representatives of the City of Phoenix Workforce Development Board. Performance accountability, performance indicators, and The Department of Labor’s (DOL) role in performance management was explained during the presentation. A demonstration of the WIOA negotiation process and the statistical model used to estimate performance levels was provided. A breakdown of the local workforce board performance cycle with the final City of Phoenix Title IB performance levels for program years 2022-2023 was provided during the presentation. A detailed explanation of the impact of not meeting performance and City of Phoenix staff accountability to the PBWD board was provided.



Performance management

TIME MONITORED

GOALS

EFFICIENCY

B S C

BALANCED

ARIZONA@WORK City of Phoenix
WIOA Title IB Negotiated
Performance Levels
PY 2022-2023

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WIOA Section 116 – Performance Accountability

- **Establishes performance accountability for Core Programs:**
 - WIOA Adult Program
 - WIOA Youth Program
 - WIOA Dislocated Worker Program
 - Adult Education and Family Literacy Act Program
 - Wagner-Peyser Act (Employment Services) Program
 - Vocational Rehabilitation Program

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US Department of Labor (DOL), Employment and Training Administration (ETA)

- Oversees the performance accountability provision of WIOA
- Coordinates with the Department of Education on the establishment of WIOA indicators of performance
- Manages the Workforce Data Quality Initiative
- Oversees the maintenance of wage record exchange systems

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WIOA Section 116 – Indicators of Performance

The percentage of Adult/DW program participants in unsubsidized employment during the 2nd quarter after exit from the program



The percentage of Adult/DW program participants in unsubsidized employment during the 4th quarter after exit from the program

WIOA Section 116 – Indicators of Performance

Youth program - The percentage of program participants in education or training activities, or unsubsidized employment, during the 4th quarter after exit



Youth program - The percentage of program participants in education or training activities, or unsubsidized employment, during the 2nd quarter after exit

WIOA Section 116 – Indicators of Performance

The median earnings of program participants who are in unsubsidized employment during the 2nd quarter after exit from the program



The percentage of program participants who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during participation in or within one year after exit from the program

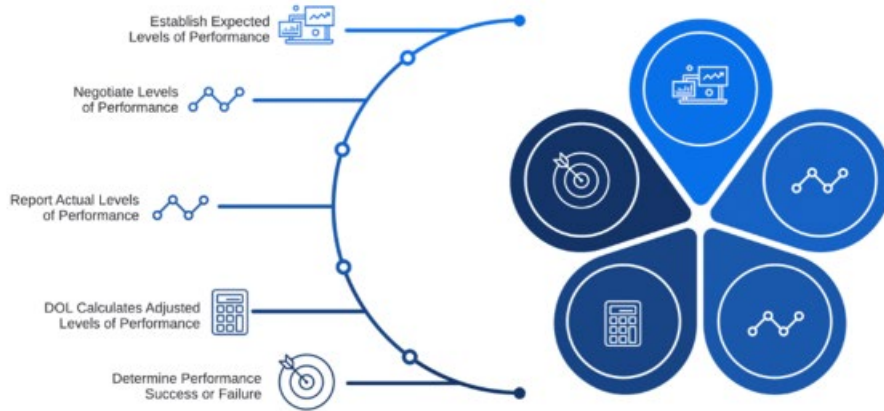
WIOA Section 116 – Indicators of Performance

The percentage of program participants are in an education or training program that leads to a recognized postsecondary credential or employment, and who are achieving measurable skill gains toward such a credential or employment



The effectiveness in serving employers – TBD

WIOA Negotiations Process – State



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Statistical Adjustment Model (SAM)

Estimates levels
of performance

Adjusted levels
of performance



For more information on the statistical adjustment model, please refer to the [WIOA Statistical Model Methodology Report](#).

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WIOA Negotiations Process – Local Workforce Boards

- The state begins negotiation with each local workforce board
- Performance targets are specific to each individual local area

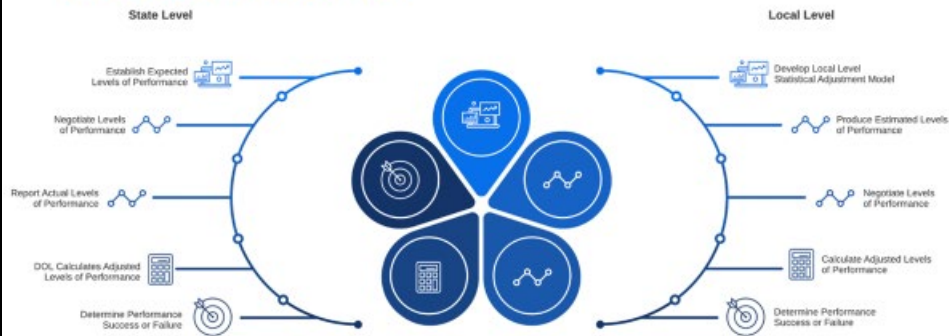


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WIOA Negotiations Process – Local Workforce Boards

WIOA Performance Cycles



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	Final Negotiated Targets for PY22	Final Negotiated Targets for PY23
Adult		
Employment 2 nd Quarter after exit	67.5%	67.5%
Employment 4th Quarter after exit	65.0%	65.0%
Median Earnings in the 2 nd quarter after exit	\$6,500	\$6,500
Credential attainment rate	69.0%	69.0%
Measurable Skills Gain	60.5%	60.5%
Dislocated Worker		
Employment 2 nd Quarter after exit	75.0%	75.0%
Employment 4th Quarter after exit	72.5%	72.5%
Median Earnings in the 2 nd quarter after exit	9,500	9,500
Credential attainment rate	70.0%	70.0%
Measurable Skills Gain	62.0%	62.0%
Youth		
Employment 2 nd Quarter after exit	72.0%	72.0%
Employment 4th Quarter after exit	70.0%	70.0%
Median Earnings in the 2 nd quarter after exit	\$5,044	\$5,044
Credential attainment rate	52.0%	52.0%
Measurable Skills Gain	55.0%	55.0%

ARIZONA@WORK City of Phoenix
Title IB Performance Levels for Program Years 2022 - 2023

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Performance Impacts

Combined local area/local workforce board performance impacts the state's performance outcomes

Staff at the Job Centers and providing Youth services are accountable to the Board for the contributions made to the local area performance



Performance Impacts

Consequences

Corrective Action

Sanctions

**For more information on substantial violations under Title I of the WIOA, please refer to the Arizona Department of Economic Security's [Substantial Violation, Sanctions, Decertification and Reorganization policy](#).*



ARIZONA@WORK City of Phoenix
WIOA Title IB Negotiated Performance Levels
PY 2022-2023 Board Presentation
07/14/2022

Performance Impacts

Combined local area/local workforce board performance impacts the state's performance outcomes

Staff at the Job Centers and providing Youth services are accountable to the Board for the contributions made to the local area performance



6. Occupational Growth Rate:

PBWDB Chair, Latasha Causey, introduced City of Phoenix staff member, Sylvia Hokey, City of Phoenix Eligible Training Provider Coordinator in leading a presentation regarding the current occupational growth percentage rate assigned as an approval metric for training programs on the eligible training provider list. A definition of employment growth rate was provided with an explanation of why growth projections are important to the eligible training provider list was provided. The presentation included City of Phoenix industry and occupational projections pertaining to the focused industry sectors of construction, manufacturing, healthcare, advanced business services, and information technology was provided with research from the Arizona Commerce Authority website. The presentation provided an explanation of how raising the occupational growth percentage rate to 5% increases accountability for training



providers to provide quality training programs that lead to occupations that pay a sustainable living wage.

A motion to increase the City of Phoenix occupational growth percentage rate to 5% was made by PBWD Board Member, Jeff Clark, and seconded by PBWD Board Member, Steven Cramer.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Jenny Grondahl, Scott Holman, Adam Hawkins, Jesus Love, Brendan Mahoney, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo

Opposed: None

Abstained: None

Motion passed

Occupational Growth Rate Projections

Investing in quality programs that lead to careers producing sustainable wages and a strong workforce





What are employment growth projections?

“Employment Projections estimate the changes in industry and occupational employment over time resulting from industry growth, technological change, and other factors.”

**Employment Development
Department- State of California*

Why are growth
rate projections
important?



Measures the growth of
an industry and
occupation in the
workforce



Evaluates the
effectiveness of a
training program's
learning outcomes



Increases the quality of
training programs offered
on the ETPL

City of Phoenix Total Projections

2021-2023 Industry
Employment
Projection Rate:
8.0%

2021-2023
Occupational
Projection Rate:
8.1%

[Employment Projections \(azcommerce.com\)](http://azcommerce.com)

City of Phoenix 2021-2023 Industry and Occupational Projections

Construction

9.3%

Example occupations:

Electricians **11.8%**

Plumbers **10.4%**

HVAC **10.4%**

Manufacturing

7.3%

Example occupations:

Welding **8.7%**

Maintenance Workers,
Machinery **13.5%**

Automotive Technicians **6.2%**

City of Phoenix 2021-2023 Industry and Occupational Projections Continued..

Healthcare

Example occupations:

Medical Assistants **10.4%**

Pharmacy Technician **6.4%**

Nursing Assistants **7.9%**

Veterinary Assistants/Technicians **8.2%-8.3%**

City of Phoenix 2021-2023 Industry and Occupational Projections Continued..

Information Technology

Example occupations:

Software development/testers **12.6%**

Computer Network Support Specialists **6.1%**

Computer User Support Specialists **7.9%**

Computer Hardware Support/Engineers **15.5%**

City of Phoenix 2021-2023 Industry and Occupational Projections Continued..

Advanced Business Services

Example occupations:

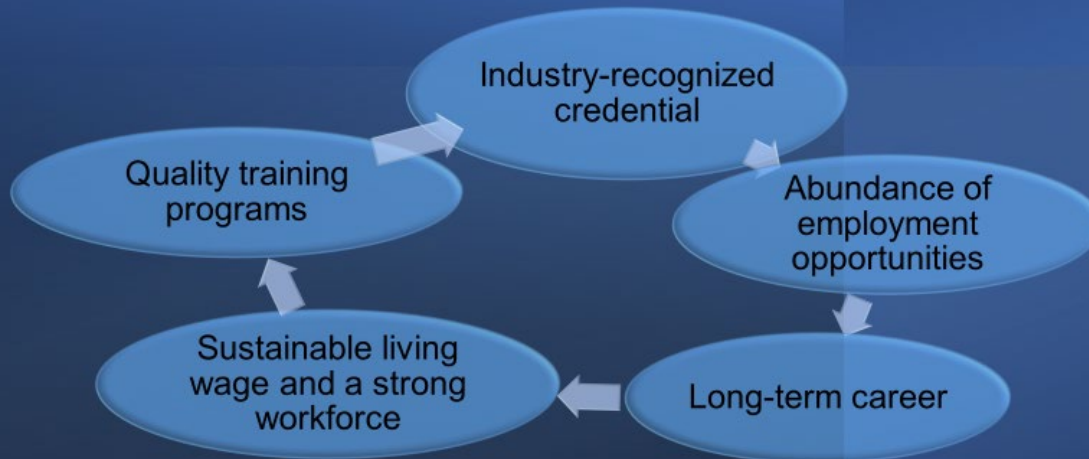
Administrative Services and Facilities Managers 6.8%

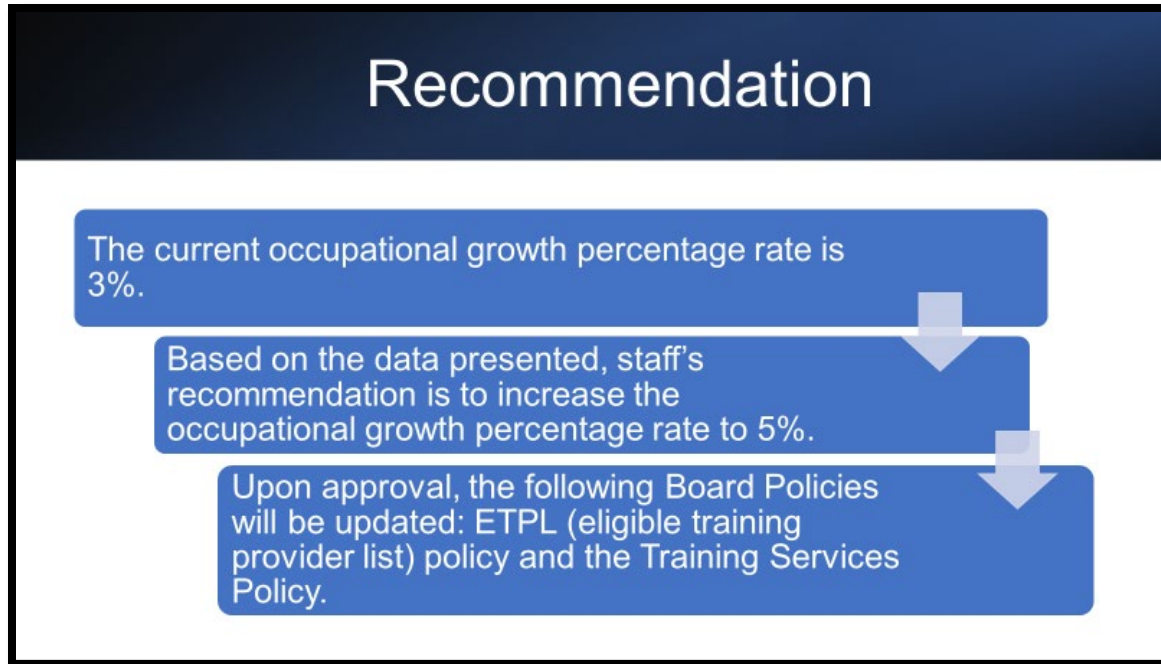
Accountants and Auditors 7.1%

Business and Financial Operations Occupations 7.4 %

Insurance Claims and Policy Processing Clerks 10.1%

Why are quality training programs important?





7. Committee Reports

Business and Workforce Engagement Committee (BWEC):

BWEC Chair, Jesus Love, shared the committee continues to work on their strategies within the workgroups. Jesus Love, BWEC Chair, shared the committee will continue to work on the strategies with regularly scheduled workgroup meetings for each of the strategies. The bagels and business meetings continue to focus on recruiting, returning to the workplace, and future stakeholders.

Executive Leadership Committee (ELC):

PBWD board Chair, Latasha Causey, shared that committee reviewed and approved the intergovernmental agreement (IGA) with AZ DES for reemployment services and eligibility assessment (RESEA) pilot program. A



discussion was held, and the MOU service provider agreement was approved.

Program Excellence Committee (PEC):

Daniel Barajas, PEC Chair, shared that the PEC committee did not meet quorum for June. However, the PEC will continue reviewing the local plan and working on strategies to improve the PEC scorecard. The PEC meeting will continue in August.

8. Matters for Future Discussion:

- The yearend report will be provided
- Updates on the justice involved WIOA program
- A discussion regarding WIOA reauthorization
- Committee presentations (Steven Cramer will provide the first committee presentation)

9. Call to The Public

A call to the public was made and there were no comments noted.

10. Adjournment

A motion to adjourn the meeting was made at 9:54 a.m. by PBWD Board Member, Adams Hawkins, and seconded by PBWD Board Member, Sam Wolo.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Jenny Grondahl, Scott Holman, Adam Hawkins, Jesus Love, Brendan Mahoney, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo

Opposed: None



All were in favor and the meeting adjourned at 9:54 a.m.