



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

VIRTUAL MEETING

Board Members Present:

Latasha Causey-Chair	Daniel Barajas
Nick Bielinski (Vice Chair)	Alli Benezra
Karen Carter	Jeff Clark
Steven Cramer	Jon Ellerston
Patrick Fitzhugh	Adam Hawkins
Dean Sheinert	Luke Tate
Kaaren-Lyn Graves	Allison Rapping
Meghan McGilvra	Sam Wolo
John Soto	Dawna Cato

Board Members Absent:

Jesus Love	Scott Holman
Karen Hartson	
Brendan Mahoney	
Jenny Grondahl	

Public Attendees:

LaSetta Hogans (Executive Director)	Laura Whitehead
Kweilin Waller	Matalie Hastings
Todd Berndt	David Chavez
James Montoya	Samantha Hansen
Ariadna Valentin	Jovanna Parkhouse
Eric Johnson	Alyson Donnelly
Steven Bennett	Tracee Spire
Camille Padilla	Reeta Nongmaithem
Gina Montes	Amanda Keams
Dustion Panoff	Ginger Spencer
Ken Valencia	Deb Furlong
Royce Kawabata	Stan Flowers
Mary Alejandro	Amy Schofield
Sandra Enriquez	Marchelle Franklin
Fred Lockhart	

1. Call to Order:

Phoenix Business and Workforce Development (PBWD) Board Chair, Latasha Causey, called the September 8, 2022 PBWD Board Meeting to order at 8:36 a.m. Roll call was completed and a quorum of 19 members were present.

2. Approval of July 14, 2022 PBWDB Meeting Minutes:

A motion to approve the July 14, 2022 PBWDB Meeting Minutes was made by PBWD Board Member, Steven Cramer, and seconded by PBWD Board Chair, Nick Bielinski.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Adam Hawkins, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo, Kaaren-Lyn Graves, Dawn Cato, Alison Rapping

Opposed: None

Abstained: None

Motion passed

3. Consent Items:

The following Consent Items were presented for approval:

- One Stop Operator May Report for July 2022

A motion to approve the consent items was made by PBWD Board Member, Steven Cramer, and seconded by PBWD Board Chair, Nick Bielinski.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Adam Hawkins, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo, Kaaren-Lyn Graves, Alison Rapping

Opposed: None

Abstained: Dawna Cato

Motion passed

4. Chair Update:

PBWD Board Chair, Latasha Causey, provided the PBWD Board members and staff an opportunity to share their summer activities with the PBWD board.

5. City of Phoenix Human Service Department Service Provider Year-End Report:

David Chavez, Workforce Development Supervisor with the City of Phoenix, Human Services Department presented Program Year 2021-2022 year-end wrap up for the Workforce Programs for the City of Phoenix. David covered programmatic performance for 2021-22 along with a review of the programmatic impact service levels and support provided to all program participants. The Youth Program team were able to meet and exceed all performance goals and measures for program year 2021-22 and they are anticipating this momentum to continue to carry into the next program year 2022-23. David highlighted the Support Services provided, including transportation assistance, rent and utility, education and training, study materials and clothing assistance provided during this plan year. Due to their efforts, the Workforce Development team was able to provide work experience learning and on-the-job training opportunities to assist youth in gaining necessary skills while earning a wage. For program year 2021-22, youth participants completed over 42,000 hours of work experiences and \$762,659 dollars in wages. The team was also able to implement a higher wage rate of \$18.00 per hour for participants, compared to the current minimum wage in Arizona of \$12.80 per hour. The team was able to make a significant increase to the training and education limits for participants than in previous years. The new limit is \$7,000 from \$3,000 for non-target sectors and 10,000 for target sectors, which in most cases, eliminated out of pocket expenses for our Youth participants. The team has also made more focused efforts to better serve special populations with unique barriers, such as unhoused or homeless youth and re-entry or previously criminal justice-involved youth as well as those with mental, behavioral, and emotional services needs. Lastly, David shared that the Workforce team increased communication and partnerships to have better collaboration between new job developers, and the city of Phoenix Business team for youth-focused hiring events and job fairs.

Laura Whitehead, Workforce Development Supervisor with the City of Phoenix, Human Services Department presented Adult and Dislocated Worker program performance for 2021-22 year-end. Laura first provided an overview of overall negotiated performance measures, noting that the numbers have slightly changed but the team continues to be good stewards of the funding by meeting the customer where they are and enrolling those who are suitable and good fits for the program. Laura went over data for the Occupational Skills Training program, for a total of over 400 successful training completions and since the increase to training funding limits, there has been zero customer out of pocket costs towards this training. Next, she discussed numbers for Adult Support Services books, exams, eyeglasses, transportation, uniforms and more that

equated to over 500 support services and \$282,000 expended in support services. Laura also shared industry collaborations, adult target-industry highlights, and all the work the team is doing to support and serve special populations, including Veterans, 2Gen, homelessness, immigrants and refugees, justice-involved and other niche populations with unique barriers to education/training and workforce.

Karen Carter asked what the target industries are. David shared that these are construction, healthcare, IT, manufacturing and advanced business services. Karen then mentioned that she would like to know how her organization can partner with the Youth providers.

A motion to approve the 2021 - 22 Service Provider Year-End Report was made by PBWD Board Member, Steven Cramer, and seconded by PBWD Board Member Dawna Cato.

Approved: Latasha Causey, Daniel Barajas, Nick Bielinski, Alli Benezra, Karen Carter, Jeff Clark, Steven Cramer, Jon Ellerston, Patrick Fitzhugh, Adam Hawkins, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo, Kaaren-Lyn Graves, Alison Rapping

Opposed: None



WIOA PY21 -22 Year End Wrap Up Adult, Dislocated Worker, and Youth Programs

Full Board Meeting 9/8/2022

AGENDA

- Program Performance - YOUTH // ADULT // DISOLOCATED WORKER
- Training/Education, Work Experience, Support Services
- Highlights
- Program Year Plans



Youth Performance PY2122

Participants Served - **1041**

2nd Qtr Placement Rate – **78.94%**

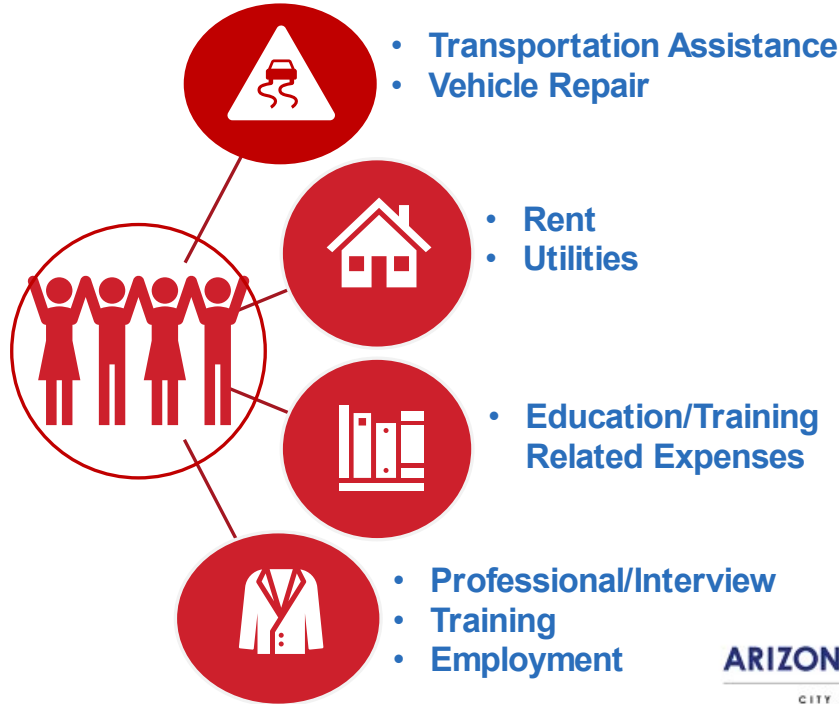
4th Qtr Placement Rate – **76.09%**

Median Wage - **\$5,860.45**

Credential Rate – **50.51%**

Measurable Skill Gains (MSG) – **52.96%**

Youth Support Services PY2122



Youth Work Experience (WEX) PY2122



**42,091
Hours
Completed**



**\$762,659
Wages Paid**

Youth Program Highlights PY2022

**Training/Education
Caps**



Formerly
\$3K



Currently
\$7K // \$10K

**Work Experience
(WEX)**



Increase in Wages
Up to \$18hr



**Expanded WEX
Opportunities**

Youth Program Opportunities



Mental
Behavioral
Emotional



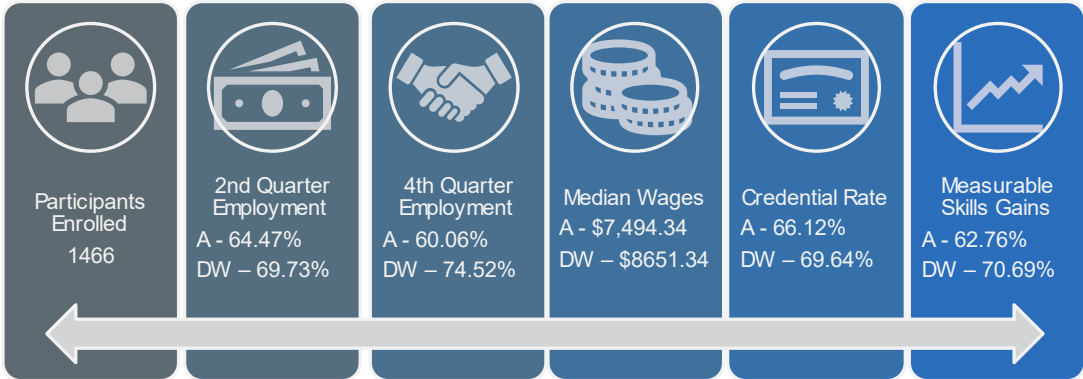
Unhoused /
Homeless
Reentry /
Justice
Involved



Youth Job
Developers
and Business
Team

← YOUTH FOCUSED →

**Adult/Dislocated Worker
Year End Wrap-Up
Performance
July 1, 2021 through June 30, 2022**



Occupational Skills Training



548 Enrolled

- Of the 548;
- 16 stackable credentials
- 352 or 64% in targeted industries
- \$1.9m expended occupational funds



111 In Progress

Scheduled for completion through June 2023



437 Completed

\$0 Customer Out of Pocket costs

Adult Support Services PY2122

511 Support Services Provided

\$280,000+ Expended

52% towards Occupational Attire

Adult Cohort Highlights PY2022



Information Technology

- Gateway Community College & Friendly House
- CompTIA A+



Healthcare

- Phoenix Community College & Rio Salado Community College
- Medical Administrative Assistant



Manufacturing

- The Refrigeration School & Chicanos por la Causa
- Apartment Maintenance Technician

Adult Target Industry highlights PY2-22



Justice -Involved

- New Freedom Recovery Center
 - 96 customers enrolled



Homeless

- United Methodist Outreach Ministries (UMOM)
 - 7 customers enrolled



Housing

- Aeroterra and Marcos de Niza
 - 47 customers enrolled

Adult // DW // Youth Programs PY22 -23

- Applying for competitive grant funding opportunities to expand workforce development services
- Increase talent pipeline by increasing participant into WIOA Adult/DW/Y services to enhance workforce readiness skills
- Enroll additional Job Seekers to offer a training solution and/or educational plan
- Complete Reemployment Services and Eligibility Assessments to create a pipeline of referrals
- Apply a focus on serving the most vulnerable populations
- Career Advising staff will acquire Certified Workforce Development Professional (CWDP) certifications to demonstrate professional skills and competencies required for the workforce industry



**Photo taken prior to pandemic*

QUESTIONS

6. WIOA Reauthorization:

LaSetta Hogans, PBWDB Executive Director, provided an update of the Reauthorization. LaSetta explained to the Board how this is extremely essential and it's how we function as a Workforce board and the reason why we are here. The Workforce Innovation and Opportunity act is the primary federal initiative that supports all of our workforce development activities as it relates to the programs that are funded under this grant. There are Job Centers in Arizona where individuals are able to learn about job leads, apply for aid and training assistance, and also receive career counseling. LaSetta invited members to visit the job centers if they are interested. She also talked about the four main titles, also known as CORE Programs, to address a different need in developing the workforce system. Reauthorization requires states to submit plans for workforce systems that address all the core or Titled programs. This bill reauthorizes the Workforce Innovation and Opportunity Act of 2014 for six years, through FY 2028, at significantly higher funding levels. The bill WIOA Reauthorization has been approved by the House at this time and moves to the Senate for consideration. In 2021, the Senate – and House – started bipartisan discussions on modernizing WIOA. House Democrats eventually advanced this bill, while conversations in the Senate largely stalled because of the Senate's busy calendar and other leadership priorities. Given these same issues, it's unlikely this WIOA reauthorization advances through the Senate in the coming months. Early

2023 is when it's anticipated that the bill will be authorized.

Reauthorization:
Workforce
Innovation and
Opportunity
(WIOA) Act of
2022
(H.R. 7309)



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Background of WIOA

The Workforce Investment Act
was signed into law in 1998

WIA was reauthorized in 2014
as the Workforce Innovation
and Opportunity Act

Primary Federal initiative that
supports workforce
development activities

**Workforce
Investment
Act (WIA)
of 1998**

**Consolidated more than 60 job
training programs into block grants
to states**

Training vouchers for Adults

Established Job Centers

3,000 one-stop centers nationwide

**Creation of the one-stop delivery
system**

Workforce
Investment
Act (WIA)
of 1998

**Title IB – Job Search and
Training Services**

Title II – Adult Literacy

Title III – Employment Services

**Title IV – Individuals with
disabilities**

**Workforce
Innovation
and
Opportunity
(WIOA) of
2014**

Reauthorized through FY 2020

**States required to submit
strategic plans**

**Standardized performance
indicators**

**Focus on labor market
demands, business needs and
economic development goals**

Congress continued funding

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**Reauthorization:
Workforce
Innovation and
Opportunity
(WIOA) Act of
2022
(H.R. 7309)
Summary**

Reauthorizes WIOA through
FY 2028

\$74 billion over next five years

Increases labor union
participation on workforce
boards

Improvement of program
performance measures

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**Reauthorization:
Workforce
Innovation and
Opportunity
(WIOA) Act of
2022
(H.R. 7309)
Summary**

Emphasis on digital literacy
and apprenticeships

Provides funding for
innovative approaches to
workforce development

Strengthens industry and
sector partnerships

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**Reauthorization:
Workforce
Innovation and
Opportunity
(WIOA) Act of
2022
(H.R. 7309)
Summary**

Codifies partnerships between employers and community colleges

Strengthens the quality of the Jobs Corps program

New summer youth and year-round employment

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**WIOA
Reauthorization
and Next Steps**

Has been approved by
the House

Scheduled to go into
effect July 1, 2023

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Competing input from
Congress

**WIOA
Reauthorization
Priorities**

Work with Workforce Board
and Government Relations
to submit City priorities

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Our Priorities that align with WIOA Reauthorization Priorities

- Increase in core Title I formula programs
- Establish a permanent Department of Labor program to help individuals released from incarceration
- Expands summer and year -round jobs programs for youth

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Our Priorities that aligns with the Competing Input

- Eliminate the federally mandated split of youth workforce funds
- Increase access to high-quality education and training providers, including online programs
- Expand usage of supportive services

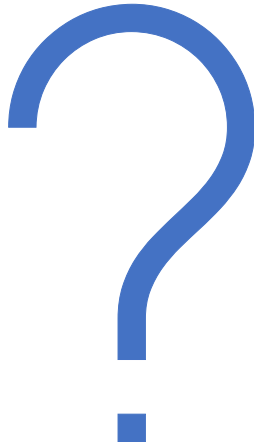
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Our Priorities that aligns with the Competing Input

- Streamline one -stop infrastructure cost -sharing provisions and provides dedicated funding for these costs
- Increase the allowable incumbent worker training cap from 25% to 30%
- Increase the allowable transitional job training cap from 10% to 40%

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Questions



14

7. Special Populations: Justice Involved:

Laura Whitehead, Workforce Development Supervisor was joined with Amanda Keams, Career Advisor with the City of Phoenix, Human Services Department to present on how the Justice-Involved Workforce Program serves those citizens returning to the workforce. Laura provided statistical data that show stable employment with higher wages can increase post release success and reduce the chance of recidivism as work. Laura noted that the goal of the City's Justice-Involved Workforce Engagement Program is to improve the workforce outcomes all formally incarcerated adults. Services are offered by catering to the customer's needs, based on their education, skills, and other barriers, meeting the customer where they are. This is done by exploring their past and understanding their background to meet their future career goals. Amanda then shared her experience working with Justice-Involved participants, the service-delivery model and the partnerships created to support these specific individuals and help them thrive. Laura then mentioned the Human Services Department's efforts to hire a Workforce Development Specialist that will work alongside Amanda.

Board Member Sam Wolo asked if there is a job developer as part of this process to connect employers with these individuals who have completed a work-readiness program versus the individual going at it alone.

Laura stated that Amanda works with New Freedom Recovery Center, who engages with employers in transparency of these prospective candidates for employment. In addition, Laura mentioned the Business Center staff that also identifies employers that may be a good fit to hire these individuals.

Board Member Dean Scheinert made note that his organization, St. Joseph the Worker also connects Justice-Involved individuals with “Preferred Partner” organizations.

Board Member Allison Rapping with Arouet stated that her organization work mostly with women in the Justice-Involved community. They serve 400 women a year, and October 21st, they are hosting the First Annual Inaugural, Fair Chance Employment Symposium at the Biltmore Hotel.

Board Member Steven Cramer added that there are many opportunities for these individuals to fill positions, it’s just a matter of getting the information to prospective employers by working with organizations such as St. Joseph the Worker and Arouet.

Deputy Director Kweilin Waller informed the group that her team has been working closely with the Business Team and Allison Rapping and her team. Her team is in the process of making a request to the Board to do a specific Request for Proposal for Justice-Involved individuals to be able to really concentrate on that work experience they need to enter the workforce.

Board Member Dawna Cato suggested getting regulatory bodies involved to have conversations around barriers of historical norms.



City of Phoenix Justice-Involved Workforce Program

Workforce Ad Hoc Committee
June 21, 2022

Justice-Involved Data Snapshot

- **1 in 3** adults in the U.S. has a criminal record ¹
- **650,000** individuals in the U.S. exit the justice system annually²
- **92%** of individuals being released from prison will remain in Arizona³
 - Overall recidivism rate is **40%**
 - **Recidivism reduces to 18%** when an individual is employed
- **Stable employment with higher wages increase post release success and reduce the chance of recidivism** ³

¹National Conference of State Legislatures

²U.S. Department of Justice

³Arizona Department of Employment Rehabilitation Services

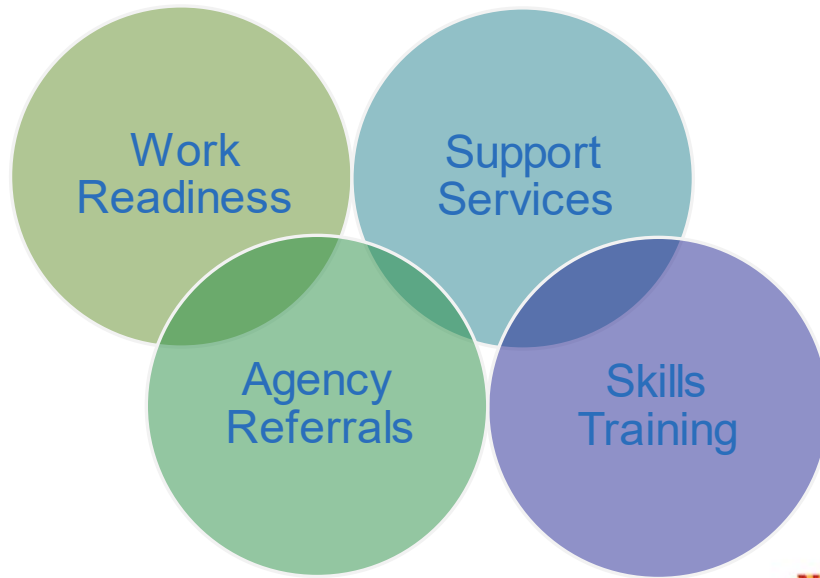
Barriers to Employment


- Background checks
- Probation or parole
- Housing concerns
- Limited or inadequate education and job skills
- Mental health issues
- Substance misuse
- Transportation

Justice-Involved Workforce Program

- Prioritize employment services for individuals with criminal records
- Improve the workforce outcomes for justice - involved individuals
- Provide assistance needed to obtain employment

Career Services





**Work
Readiness**

- Self and career assessments
- Soft skills and communication
- Job search planning
- Resume development
- Interviewing and networking
- How to disclose criminal background to potential employers



**Support
Services**

- Transportation to/from interviews and jobsite
- Clothing
Uniform, footwear, work tools
- Digital literacy classes
- Referrals for legal, housing and rental assistance



**Agency
Referrals**

- Housing
- Nutritional assistance
- Medical assistance
- Mental health
- Financial literacy
- GED or high school equivalency



- Construction
- Healthcare
- Call centers
- Manufacturing
- Information Technology

FY 2021-2022 Justice-Involved Enrollments

458 (14.5%) Participants identify as justiceinvolved





Service Delivery Model

Amanda Keams – Career Advisor

- Certified Re-Entry Employment Specialist
- Implemented the State of Arizona recidivism program
- Launched the first employment center inside Lewis Arizona State Prison

New Freedom Recovery Center Partner Organization

New Freedom Recovery Center

Case management

Personal finances

Healthy relationships

Work experiences

Job placement

City of Phoenix Career Services

Weekly outreach

Career counseling

WIOA funded services

- Training/Education
- Support services

Success Story – New Freedom



Since April 2022

- 53 participants served
- 100% employed
- \$67,500 in support services

Looking Ahead

- Hire a Workforce Development Specialist to work with justice-involved individuals and partner organization
- Issue request for proposal for youth (ages 14 -24) focused justice-involved workforce training program



Looking Ahead

- Transitional Jobs Program
 - Work with the Phoenix Business and Workforce Development Board to establish this program
 - Available only for individuals 18+ who are justice-involved
 - Provides paid internships to develop important workplace skills



Questions

8. Committee Reports:

Business and Workforce Engagement Committee (BWEC):

BWEC Member, Sam Wolo wanted to share about the 'Bagels and Business' event, held August 31, 2022 at the Literacy Volunteers of Maricopa County Voting Center and thank all those involved in the planning and execution of this event. The topic was "Bringing People Back to Work" and Committee Member, Jesús Love was the host.

Program Excellence Committee (PEC):

Daniel Barajas, PEC Chair, thanked David Chavez and Laura Whitehead for their presentations today. He also recognized One-Stop-Operator partner, Stacey VanEmst for providing valued information about Title II and Title III which aides the Committee in reevaluating their scorecard and strategies. Daniel also mentioned that there will be Strategy Team assignments at their next meeting and is excited to have the committee get to know each other and work together to meet their Goal.

Branding and Engagement Strategy Team (BEST):

BEST Group member Steven Cramer announced the change to the group's name from the Communication and Outreach Group. The group is working to move forward on how they want to reformulate this group and the information we want to provide to the Board. Their goal is to raise awareness of the ARIZONA@WORK network, build an internal communication strategy to expand the awareness of what they do with the Board, the staff and partners to ensure clarity about capacity to deliver, and then identify and reach the population, we intend to serve and connect with them and the resources and services that are available.

9. Matters for Future Discussion:

- Daniel Barajas made a suggestion to the Board of having the Youth Providers be introduced and share about the work they do with participants

10. Call to The Public:

A call to the public was made and Steven Cramer recognized City Workforce staff for the work they do.

11. Adjournment

A motion to adjourn the meeting was made at 10:28 a.m. by PBWD Board Member, Steven Cramer, 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, Adam Hawkins, Meghan McGilvra, Dean Sheinert, John Soto, Luke Tate, Sam Wolo, Kaaren-Lyn Graves and Allison Rapping

Opposed: None

All were in favor and the meeting adjourned at 10:28 a.m.