



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

Thursday, October 7, 2021 – 9:30 a.m.

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

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

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**Members Present:** Leah Hill, Christopher Tafoya  
(Note: All members present attended via GoTo meeting)

**Members Absent:** Matt Clark, Subhash Chandra, Collin Stewart

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MEETING

**Call to Order.**

Chair Leah Hill, called the meeting to order at 9:35 a.m., and requested roll call.

**Roll Call.**

MCWDB Board Management Analyst Nancy Avina took roll. A quorum was not present.

**Welcome and Opening Remarks.**

Chair Hill welcomed the Employer Connection Committee and guests. Chair Hill introduced herself and shared her professional workforce experience.

**Chair Report.**

No current report, as this meeting is the initial meeting for the Employer Connection Committee.

**Informational/Discussion Only.**

**2021-2022 Committee Focus.**

Chair Hill opened the conversation up to the Committee on the following questions.

- i. "If funding was not an option, what are some ideas for this committee to consider as areas of focus for FY22?"

Committee Member Christopher Tafoya shared the following thoughts on area of focus for the Employer Connection Committee:

- Implementing advanced matching systems that identify skill sets for workers.
  - Connect job seekers to employers.
  - Connect employers with job seekers.
  - Workforce Registration – current system does not provide enough information to identify skill set.
  - Wish list was provided to members prior to pandemic. (Will follow-up on the list.)

MCWDB Board Member Gregg Ghelfi shared some additional thoughts:

- Agreed that there is a need for skills matching.
- Employer Hiring Systems – key word matching system pros and cons.

- ii. “What do you see as some of the most significant gaps between job seekers and employers, and what ideas do you have to bridge these gaps?”

Chair Hill inquired to the committee about cultural barriers.

Member Tafoya shared the following thoughts:

- Cost of living barrier
  - Job seekers reevaluating salary vs. expenses
  - Childcare expenses. (Employers could offer childcare incentives or more competitive wages.)

Chair Hill noted that employers can become competitive when offering resources, such as ride share/transportation. Member Tafoya also noted that informing employees of state resources would also help.

MCWDB Board Member Gregg Ghelfi discussed pay inequity issues that may be preventing job seekers from working for companies with starting salaries less than \$15 per hour. Also keeping in mind, the potential for employee discrepancies with current employees not at the \$15 per hour range but with more experience.

The Committee continued to discuss the following:

- Benefits of employers offering paid apprenticeships or education
- Filling the gaps at the Centers.
  - Making sure trainings are connected to jobs.
  - Improve ability to measure program performance.
  - Regular review of the connections discussed above.

- iii. What are some ideas for bridging the knowledge gap between high school and young adults regarding career pathways? How do we engage young people?

MCWDB Board Member Ghelfi discussed the need to refocus the message to high school students regarding college and trades. Noting that many high schools focus on college, not understanding that college may not be the fit for many students.

MCWDB Member Shawn Hutchinson agreed and expressed the differences in marketing for college vs. trades. Noting that college are equipped with an abundance of resources, as opposed to trades and the need to make sure trades are more visible to students.

#### Mobile Career Center (MCC).

MCWDB Management Analysts Nancy Avina and Kennedy Riley presented a PowerPoint on the Mobile Career Center project. The presentation focused on the following:

- Maricopa County Stats
- Maricopa County’s Top 10 Employers
- What is a Mobile Career Center?
- Benefits
- Successful Mobile Career Centers in other areas.
- Funding

Ms. Avina and Ms. Riley answered questions the following questions/comments from the Committee, noting that a more in-depth presentation would be provided to the MCWDB Full Board at their October 21<sup>st</sup> meeting.

- Have you looked at the Dress for Success or St. Joseph the Worker buses currently available?
  - Yes, staff has reached out to St. Joseph the Worker. The bus is currently not in use.
- Great idea, the current centers only reach certain areas of the community. In addition, some do not come into the centers, as they think of the centers as social services.
- Would the MCC be used for high school career fairs?
  - Yes, at the October 21<sup>st</sup> MCWDB Full Board meeting a mock calendar and schedule will be presented. In addition, staff will be reaching out to various partners including, high schools, probation offices, low-income areas to address the barriers such as transportation. The bus would also include a technology lab and Wi-Fi.
- Great idea. The MCC would make services more visible to the community.
  - At the October 21<sup>st</sup> MCWDB Full Board meeting included within the presentation will be a map that focuses on the various poverty areas of the community that would benefit from the MCC services.
- The MCC would assist with bridging some of the gaps discussed. Allows for an opportunity to leverage the local employers in the area that are hiring.
- Important to consider middle schools as well. Could help students consider career pathways ahead of high school.
- Great alternative to additional career centers, including cost savings.

Action Plan for Areas of Focus.

- i. Next steps to address issues discussed in section A

Chair Hill tabled the item, due to lack of quorum and requested that the item be moved to the December Committee meeting.

Call to the Public.

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

Adjourn.

Chair Hill adjourned the meeting at 10:41 a.m.

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