



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

Thursday, December 7, 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

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**Members Present:** Jacob Evenson, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Matt Clark, Noelle Trinder  
(Note: All members present attended in-person or via GoTo meeting)

**Members Absent:** Gregg Ghelfi, Ismial Rangel, Tami Martinez

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MEETING

**Call to Order.**

Chair Robichaud called the meeting to order at 9:31 a.m. and requested a roll call.

**Roll Call.**

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

**Welcome, Opening Remarks, and Meeting Objectives.**

Chair Konrad Robichaud welcomed everyone to the meeting and thanked former Employer Connection Committee Chair Subhash Chandra for his service to the MCWDB Full Board and the Employer Connection Committee.

Chair Robichaud read the following objectives for the meeting.

1. Discuss how the board can contribute and collaborate in Pipeline AZ initiatives.
2. Provide recommendations on Service Provider progress on Apprenticeships and In-demand Industries.
3. Share initiatives, successes, challenges, and ideas regarding talent acquisition from a committee member's perspective.

**Consent Agenda.**

Meeting Minutes: October 5, 2023

**MOTION:**

Chair Robichaud for a motion to approve the MCWDB Employer Connection Committee October 5, 2023, Meeting Minutes. Matt Clark made a motion; Julie Stiak seconded the motion.

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

**In Favor:** Jacob Evenson, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Matt Clark, Noelle Trinder

**Opposed:** None

**Abstained:** None

Motion passed.

**Chair Report.**

Chair Robichaud again thanked former Employer Connection Committee Chair Subhash Chandra for his service to the MCWDB Full Board and the Employer Connection Committee. Chair Robichaud thanked the MCWDB for appointing him to the role of Employer Connection Chair.

**Information/Discussion/Possible Action.**

FY24 Committee Goals

Chair Robichaud provided a brief review of the FY24 Committee Goals discussed by the Committee at the October 5, 2023 meeting.

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

**MOTION:** Chair Robichaud asked for a motion to approve the FY24 Committee Goals as presented. Marcia Veidmark made a motion; Noelle Trinder seconded the motion.

**All in favor vote held:**

**In favor:** Jacob Evenson, Julie Stiak, Konrad Robichaud, Marcia Veidmark, Matt Clark, Noelle Trinder

**Opposed:** None

**Abstained:** None

Motion passed.

**Information/Discussion Only.**

Business Success Story

Maricopa County Workforce Development Division Business and Community Service Supervisor Tara Thain shared a Business Success Story with the Committee.

Pipeline AZ Presentation

Pipeline AZ Director of Development Rabbanni FurQaan to share a presentation regarding PipelineAZ. Below are the highlights of his presentation. Below are the highlights from his presentation.

**Pipeline AZ Presentation**

- |                          |  |  |
|--------------------------|--|--|
| • Mission Statement      | • What is Pipeline AZ?                       | • Partnerships                         |
| • Connecting Arizona     | • Arizona’s Workforce Challenges             | • Critical Steps of the Career Journey |
| - 155k Users             | • Innovative Systems to Connect the Pipeline | • Support for Employers                |
| - 361 Schools & Colleges | • College Solutions                          |  |
| - 7.5K Companies         | • Industry Solutions                         |  |

The following Committee questions and comments were discussed.

Question/Comment	Response
Are you also working with the non-public schools?	- Working with 400 schools in Arizona and some non-public schools.
Do you have a path for students who are interested in the construction industry? Can connect you with a point of contact for the Arizona Building and Construction Trades.	- Yes, they are working with industries, however they do need assistance with carving out a construction industry path. Would like to connect to with your recommendation.
Do you see a difference between what employers are looking for vs what job seekers are looking for?	- Currently seeing healthcare/sciences as the most interested industry for the “college solutions” category of their participants.
Have you had any experience with youth apprenticeships? Specifically the under 18 liability.	<ul style="list-style-type: none"> <li>- Apprenticeships begin at the community college level. Pipeline AZ connects the opportunity for the student to the community college.</li> <li>- Labor laws are specific but limited. For example, in the healthcare industry, they are not able to use the lift equipment to lift patients. Banner is working with school districts related to the Medical Assistant program. Banner is also working with Pipeline AZ on the remote IT positions.</li> </ul>

Chair Robichaud thanked Mr. FurQaan for his presentation.

Workforce Development Division Apprenticeship Update/ In-Demand Industries Progress Report

Maricopa County Workforce Development Division Apprenticeship Career Advisor Betsy Nelson provided an update on the Workforce Development Division Apprenticeship program and Maricopa County Workforce Development Division Business and Community Service Supervisor Tara Thain provided a progress report on the In-Demand Industries. Below are the highlights from their presentations.

**Workforce Development Division Apprenticeship Update**

- Total Partnerships (10 Programs)
  - Construction
  - Healthcare
  - Manufacturing
  - IT
- Total Enrollments (604)
  - PEJATC (289)
  - IEC (57)
  - ABA (47)
  - Wilson (70)
  - WECA (10)
  - Sheet Metal (96)
  - United Health (5)
  - Rummel (30)
  - Skill Up (0)
  - New.. (0)
- Program Funding Breakdown
  - PEJATC (\$618,730)
  - IEC (\$69,634)
  - ABA (\$106,924)
  - Wilson (\$142,165)
  - WECA (\$49,844)
  - Sheet Metal (\$451,210)
  - United Health (\$35,800)

## WDB Industry Report

### Sector Trends

#### Construction

- Updates/Insights
  - No net growth
- Companies Actively Hiring w/WDD
  - Cactus Asphalt
  - Champion Home Builders
  - Home Depot

#### Healthcare

- Updates/Insights
  - Mid-career professionals (3-7 years) still leaving industry
  - Imaging professionals are in high demand
  - Estimated 23,300 shortage by 2030
  - Industry growth (+5.6%)
- Companies Actively Hiring w/WDD
  - 21<sup>st</sup> Century Healthcare
  - RI International
  - Banner
  - Haven Health
  - Etc.

#### Finance/Insurance

- Updates/Insights
  - Decrease in finance position opportunities
  - Projected Growth (-0.6%)
  - Downturn due to increased interest rates/slow borrowing
- Companies Actively Hiring w/WDD
  - BMO
  - Global Credit Union
  - Comerica Management Co.
  - First Convenience Bank
  - Jackson Hewitt

#### Information Technology

- Updates/Insights
  - Mass lay-offs still occurring due to over hiring during the pandemic
  - Low entry level opportunities
- Companies Actively Hiring w/WDD
  - N/A

#### Manufacturing

- Updates/Insights
  - Increased opportunities due to holiday season
  - Large manufacturing companies still hiring
- Companies Actively Hiring w/WDD
  - Amazon
  - UPS
  - Boeing
  - Etc.

#### Transportation/Logistics

- Updates/Insights
  - Increased opportunities due to holiday season
- Companies Actively Hiring w/WDD
  - Keolis Transit America
  - FedEx Ground

### County Support

- Hiring Events (Recruitment and Participation)
- New Business Engagement
- Business Services Update

#### MCWDB Committee Member Forum: Talent Acquisition

Chair Robichaud opened the floor for Committee members to share a talent acquisition experience. No one spoke.

#### Call to the Public.

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

**Adjourn.**

Chair Robichaud adjourned the meeting at 10:32 a.m.

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

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