



Welcome



NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD YOUTH COMMITTEE

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board Youth Committee and to the general public that the Maricopa County Workforce Development Board Youth Committee will hold a meeting open to the public on:

Thursday, May 2, 2024 – 1:30 p.m. -2:30 p.m.

[Join the meeting now](#)

Meeting ID: 236 943 431 112

Passcode: kNrx4A

Dial-in by phone

[+1 480-702-3496,,827253721#](#) United States, Phoenix

[Find a local number](#)

Phone conference ID: 827 253 721#

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.

Meeting Objectives:

- Gain a better understanding of the programs offered at Junior Achievement (JA) and what role JA plays in career development for youth.
 - Learn about youth opportunities through the Arizona Careers Pathways' workforce development model.
 - Explore youth apprenticeship opportunities as presented by Joann Bueno, from the Arizona State Office of Apprenticeships.
-

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: January 4, 2024*
-

5. Chair Report.

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.

6. Information/Discussion Only.

- a. Junior Achievement*
- b. Youth Apprenticeships*
- c. Arizona Career Pathways Presentation*

7. Call to Public.

8. Adjourn.

Next Meeting: September 5, 2024 (Pending Calendar approval)

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

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Consent Agenda

Meeting Minutes



MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD
Youth Committee

Thursday, January 4, 2024 – 1:30 p.m.

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

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

Members Present: Anne Landers, Joe Veres, Barbara Coakley, Brittany Holmes, Kathryn “Che” Collins, Jason Walker, Jessica Rivera-Garcia, Marie Raymond, Meredith Critchfield, Nancy Stanford, and Tina Drews,
(Note: All members present attended via GoTo meeting)

Members Absent: Jessica Putton, Liz Valdez, and Tony Finn

MEETING

Call to Order.

Chairman Joe Veres, called the meeting to order at 1:30 p.m., and requested roll call.

Roll Call.

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

Welcome and Opening Remarks, and Meeting Objectives.

Meeting Objectives:

- Learn about current and future plans to incorporate STEM learning opportunities from the Maricopa County Superintendent of Schools office and our friends at ASU.
- Learn what Arizona@Work programs and initiatives interface with STEM opportunities.
- Hear from committee members regarding their suggestions for new ideas as we attempt bridge the gap between youth and careers.

Chairman Veres welcomed everyone to the Youth Committee meeting and read the meeting objectives.

Consent Agenda.

Meeting Minutes: November 2, 2023

MOTION:

Chairman Veres asked for a motion to approve the MCWDB Youth Committee’s consent agenda as presented. Kathryn “Che” Collins made a motion; Brittany Holmes seconded the motion.

Chairman Veres called for an all-in favor vote:

In Favor: Joe Veres, Barbara Coakley, Brittany Holmes, Kathryn “Che” Collins, Jason Walker, Marie Raymond, Meredith Critchfield, and Nancy Stanford

Opposed: None

Abstained: None
Motion passed.

Chairman Report.

Chairman Veres welcomed everyone back from the holidays and shared his appreciation to those attending the meeting.

Informational/Discussion Only.

MCWDB Youth Success Story

Workforce Development Division Youth Career Advisor Maria Navarro Chestnut shared with the Committee the provided MCWDB Youth Success Story.

Superintendent of Schools: STEM Outreach Efforts Presentation

Superintendent of Schools, Director of Industry and Education Partnerships Gale Beauchamp provided a presentation on the Superintendent of Schools: STEM Outreach Efforts Presentation. Below are the highlights of Ms. Beauchamp's presentation.

- Maricopa County Superintendent of Schools Overview
- Research Connected to Career Pathways
- Educator Pro Connect (EPC) Platform
 - Data about Educator Pro Connect Platform
 - Matching with Community Partners and Industry Professionals
 - Engagement Examples
 - Initiatives that Connect to EPC
 - Event Impact Data
 - Upcoming Bioscience and Healthcare Career Awareness (6th – 12th grades) Initiative
- Additional Resources

Chairman Veres thanked Ms. Beauchamp's for her presentation and opened the floor for the Committee comments and questions. The following comments/questions were discussed.

Question/Comments	Response
How did you relay this opportunity to business partners?	Through a previous federal grant in 2014, where they recruited 800 professionals by attending various community events and networking, utilized these connections by placing them into this platform.
What is the typical turnaround time for business to hear back from regarding their applications?	As soon as they register, they are available for the teachers to reach out to them.

ASU STEM Programs

Brittany Holmes, Associate Director, Professional Skills and Workforce Development, Global Outreach and Extended Education, Ira A. Fulton Schools of Engineering and co-presenters, Adam Henry, Associate Director, Outreach & Recruitment, Office of Academic and Student Affairs, Ira A. Fulton Schools of Engineering, and Rachna Mathur, Sr. STEM Strategist, ASU Preparatory Academy provided a joint presentation on the ASU STEM Programs.

Arizona State University (ASU)

- Summary of Services
- Multiple Learning Models
- Four Pillars of Prep's STEM Strategy
 - Awareness and Experiences
 - Partnerships ASU & Industry
 - Pathways K-12 to College

- Grants and Funding
- Robotics Initiative (All ASU Campuses)
- Girls Who Code
- STEM and Emerging Technology Microschools
- SEMI.org Collaboration
- Ira A. Fulton Schools of Engineering
 - EPICS High
 - First Robotics
 - Fulton Summer Academy
- Microelectronics Workforce Development Hub
 - Stackable Microcredentials
 - Stackable Industry Verticals

Chairman Veres thanked Ms. Holmes, M. Henry, and Ms. Mathur for their presentation and opened the floor for Committee comments and questions. The following comments/questions were discussed.

Questions/Comments	Response
Congratulations to ASU on the presented programs. Is there a “safety net” for students who are unable to complete the programs? Assistance for an alternative career path?	Not aware of a program that provides that service; however, there are programs that provide alternative career paths, for example, engineers that may go into a business setting (business sales) rather than a traditional engineering career.

MCWDB Committee Member Forum: Strategies for Connecting Youth to STEM Career Opportunities

Chairman Veres encouraged Committee members to share their thoughts and ideas for Connecting STEM Career Opportunities from an Employer Perspective”. The following comments were discussed.

Questions/Comments
Encourage engagement with CTE Directors for connecting youth to careers. Annual ACTE conference in Prescott this month.
Utilization of WEX (Work Experience) can provide assistance to connecting youth to careers. Maricopa County Workforce Development Division Assistant Director would like to see this program utilized a bit more strategically to expose youth to the in-demand industries.
It is important to streamline the information for teachers, thus not overwhelm them.
Would like to TheMakeltMovement program from Texas for additional thoughts on potentially replicating. Chairman Veres will share with MCWDB staff for distribution to the Committee.

Call to the Public.

Chair Veres made a call to the public for comments. No one spoke.

Adjourn.

Chairman Veres adjourned the MCWDB Youth Committee meeting at 2:35 pm.

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



Chair Report



Information/Discussion Only

Junior Achievement



Information/Discussion Only

Youth Apprenticeships



Eric R.
Eric R. @WORK



Registered Apprenticeship Program



ARIZONA @WORK™
Innovative Workforce Solutions



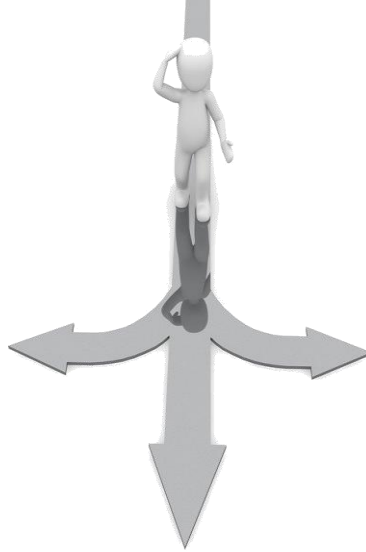
Eric R.
Eric R. @WORK



Youth in Apprenticeship Programs



ARIZONA @WORK™
Innovative Workforce Solutions





What is Registered Apprenticeship?

- Registered Apprenticeship is a **job**.
- It's an **employer-driven** training model that combines on-the-job learning with related technical instruction.
- This “**earn while you learn**” approach helps workers start new careers and helps businesses recruit and retain a highly-skilled workforce.



Core Components



Employer Engagement

Related Technical Instruction

On-the-Job Learning

Rewards for Skill Gains

National Credential



Benefits

APPRENTICE

- Increased **skills**
- Higher **wages**
- National **credentials**
- **Career** advancement
- Often receive **college credits** toward an associate or bachelor's degree

EMPLOYER

- **Reduced turnover** rates
- More **diverse workforce**
- Employees trained to **company standards**
- Builds partnership with **certification and licensing** agencies
- **Recruitment & retention** of a highly qualified workforce



Youth (in)
Apprenticeships



Quality
Pre-Apprenticeships



Youth (in) Apprenticeship Programs

- Registered Apprenticeship Program – it is a **job**.
- Combines On-the-Job Learning (**OJL**) and Related Technical Instruction (**RTI**).
- **Part-time** schedule
- **Completion** or lead to **full-time** RAP



Pre-Apprenticeship Programs

- A program **designed to prepare** individuals who do not currently possess the minimum (academic or skills) requirements to **enter and succeed** in a **Registered Apprenticeship Program**.

Sources:

- 29 CFR 30.2 “Pre-apprenticeship program”
- 20 CFR 681.480 – “What is a pre-apprenticeship program?”



Source:

Employment and Training Administration
U.S. Department of Labor

Training and Employment Notice (TEN) 23-23



Innovative Workforce Solutions



What Occupations are for Apprenticeship?

TRADITIONAL

- Carpenter
- Electrician
- HVAC Technician
- Plumber / Pipe Fitter
- Sheet Metal Worker

NON-TRADITIONAL

- Aerospace
- Chef
- Computer Programmer
- Cyber Security Support Technician
- Hotel Manager
- Pharmacy Technician

Over 1,200 occupations





Registered Apprenticeship

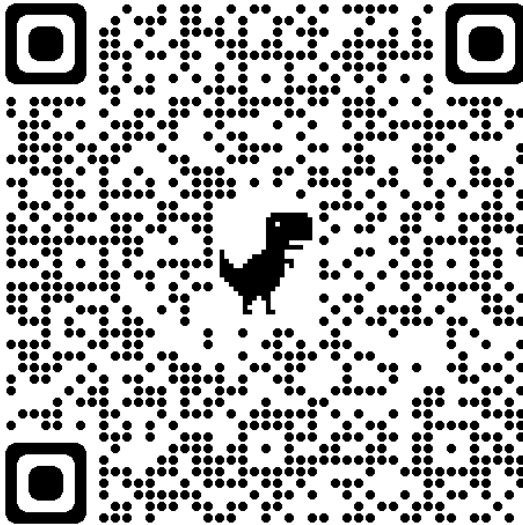
Offers a **stepped-up wage system** ...so, employers can **start new hires at a lower wage** while they earn the needed skills to fully do the job.

Has increased **employee engagement** and **higher retention rates** ...which **lowers the cost and loss in productivity** of rehiring and retraining for the same position

Provides a **repeatable, organized framework** for recruitment, hiring, onboarding, and advancing employees ...that allows a business to **ensure consistent results**.



Contact Us to Learn More



AZApprenticeship@azdes.gov

www.AZApprenticeship.com



Information/Discussion Only

Arizona Career Pathways Presentation



ARIZONA CAREER PATHWAYS

[az career pathways full promo 1080p - YouTube](#)

The Parable of the River



*Community College and Early Childhood are **Nexus Points** in a person's life where **up stream** public investment can make a measurable, long term, economic impact.*



- 90% of a baby's brain develops in the first 5 years of its life.
- Preschool attendance correlates to higher 3rd grade reading scores and high school graduation rates



- The typical college graduate earns an estimated \$650,000 more than the typical high school graduate over the course of a 40-year work life. *Pew Research Center.*
- The economic multipliers of increased taxes and reduced public services that come with increased wages and employment.

The logo features a stylized sun with rays in orange and yellow, rising over a blue silhouette of a person's head and shoulders.

ARIZONA CAREER PATHWAYS

Arizona Career Pathways is a nonprofit workforce training initiative of Valley Interfaith Project that partners with Maricopa Community Colleges to provide one-on-one wrap around support services to hundreds of low-income students every year.





ARIZONA CAREER PATHWAYS

Founding/History:

Arizona Career Pathways was created through the efforts of **Valley Interfaith Project (VIP)**, an affiliate with the Industrial Areas (IAF) - the oldest and largest national organizing and leadership development network in the United States.

- VIP Member Institutions include approximately 25 Congregations, schools and community institutions
- VIP develops local leadership to address quality of life and social justice issues that include:
 - *Access to quality education and workforce development support*
 - *Access to healthcare for all*
 - *Affordable Housing*
 - *Immigration reform*
 - *Justice restoration*



Valley Interfaith Project



ARIZONA CAREER PATHWAYS

Sister Organizations:





ARIZONA CAREER PATHWAYS

Two Distinct Programs:

- JUMPSTART for Phoenix residents
 - Students seeking short term certifications in high demand career fields.
 - \$1,000-\$1,500 monthly stipend to pay for books, fees, child care, transportation, utilities, food, housing.
 - \$5,000 in tuition costs plus \$500 for job search expenses.
 - Career Navigation Services.
- Traditional Maricopa County Wide Program
 - Students seeking short and long term certifications and associate degrees in high demand career fields.
 - Income based at 200% of poverty (about \$40K annually for family of 2).
 - \$2,000 budgeted to help to pay for books, fees, child care, transportation, utilities, food, housing.
 - Career Navigation Services.



ARIZONA CAREER PATHWAYS

Career Navigation Services Include:

- Educational Support
- Processing financial assistance
- Peer Mentoring and Life Skills
- Case Management
- Financial Coaching
- Job Placement Assistance
- Post Graduation Follow-up





ARIZONA CAREER PATHWAYS

Decade Long Partnership with the MCCCDCD:

- ACP has established strong relationships with program advisors, counselors, instructors and department chair, and other leaders across the 10 community colleges, 2 skill centers and satellite campuses in the district.
- ACP maintains office space at Gateway Community College that includes access to classrooms and conference rooms to meet with students individually and host peer support groups.



MARICOPA
COMMUNITY COLLEGES



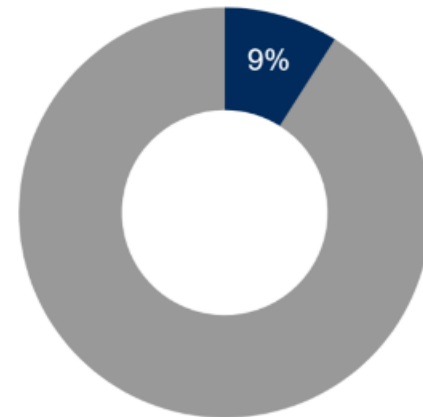
ARIZONA CAREER PATHWAYS

Maricopa Community College Cost of Attendance

 23-24 COA

Books & Supplies	\$1,104
Loan Fees	\$80
Personal	\$3,960
Room/Board	\$10,872
Transportation	\$7,344
Tuition and Fees	\$2,358
Total	\$25,718

Tuition and Fees
make up only 9%
of the total Cost
of Attendance





ARIZONA CAREER PATHWAYS

Maricopa Community College Cost of Attendance (COA)

23-24 COA

Full-time Student

Pell Grant	\$7,395
Tuition & Fees	\$2,358
Refund	\$5,037

Half-time Student

Pell Grant	\$3,698
Tuition & Fees	\$1,194
Refund	\$2,504

The Pell Grant may cover tuition and fees and provide a refund to the student, but there is still **significant unmet need** compared to COA.

Unmet Need

COA	\$25,718
Pell Grant	\$7,395
Unmet Need	\$18,323



ARIZONA CAREER PATHWAYS

Hope Center Survey of Student Basic Needs - Spring 2023

Maricopa Students

53% experience housing insecurity

43% experience food insecurity

14% experience homelessness

13% do not have health insurance





ARIZONA CAREER PATHWAYS

Hope Center Survey of Student Basic Needs - Spring 2023

Maricopa Students

74% are working

15% are working more than one job





ARIZONA CAREER PATHWAYS

MCCCD / ACP Shared Public/Private Partnership Goals Include:

- Improve student graduation, retention, and persistence rates.
- Develop (incubator) cohort class in high demand career fields.
- Collaborate and coordinate marketing and outreach.
- Maintain a pipeline of quality trained workers concentrated in high demand industry sectors.
- Explore collaborative grant opportunities including philanthropic, private sector and federal sources.



MARICOPA
COMMUNITY COLLEGES



ARIZONA CAREER PATHWAYS

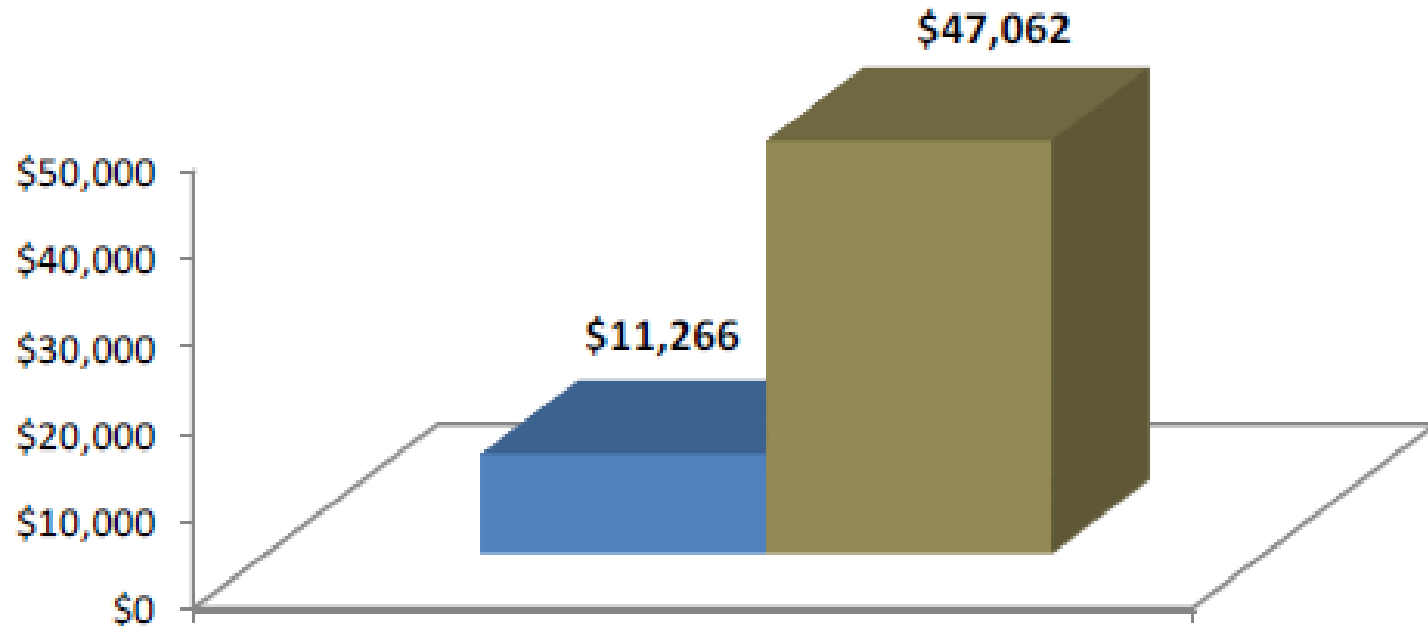
High Demand Career Fields:

- **Allied Health**
 - RN, LPN, CNA, Dental Assisting, Dental Hygiene, etc..
- **Computer and Information Technology**
 - Web Services, Network Professional, Cybersecurity, etc.
- **Advanced Manufacturing**
 - Biomedical Equipment Technology, Automated Industrial Technology, Semiconductor/Nanotech production, etc.
- **Construction Trades**
 - Electrical, Plumbing, Welding, etc.
- **Financial Services**
 - Banking, Insurance, Finances, etc.
- **Early Childhood Education**



ARIZONA CAREER PATHWAYS

Return On Investment (ROI):



Note: Pre-training average wage includes graduates who were not employed prior to entering the program.

Fig. 2 - Average Pre and Post-Training Wages



ARIZONA CAREER PATHWAYS

FY 2022-23 Impact Data:

- 276 new students enrolled
- 74 students continued from prior year
- 350 students in total served
- 38 students graduated
- 90% obtain employment in their field of study
- \$27/hour average wage of employment



ARIZONA CAREER PATHWAYS

Student Testimonial:



Kelsie and Desiree both graduated in May from Phoenix College with their RN degree.

“ACP’s services are phenomenal and really relieve the stress and burdens that come with going back to school... Our kids are why we have made so many sacrifices and worked so hard for the past two years. A career in nursing will allow us to live the life we always wanted.”

[student stories nurses 1080p - YouTube](#)

"Today, most good jobs - or those that provide a living wage - require some form of career connected postsecondary education and training. This demand will only continue to grow, with 70% of jobs requiring education or training beyond high school by 2027."

- *U.S. Department of Education's Office of Career, Technical, and Adult Education, Division of Academic and Technical Education*

Questions ?



Stephen Sparks

Executive Director

480-773-3485

ssparks@azcareerpathways.org



**ARIZONA CAREER
PATHWAYS**



Thank You