



MCWDB Full Board Meeting

April 17, 2025



NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD

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

Thursday, April 17, 2025 – 9:30 a.m. - 11:00 a.m.

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

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

The Agenda for the meeting is as follows:

**Indicates materials attached, please review/read prior to meeting.*

1. Call to order. Welcome new members.

2. Roll Call.

3. Welcome and Opening Remarks.

Vision

The MCWDB is a best-in-class workforce system that connects jobseekers to career opportunities and employers to skilled talent, stimulating economic prosperity and enhancing quality of life for all.

Values

The MCWDB’s values are as follows:

- A. We always to seek to maximize the impact of our work on the individuals we serve.
- B. We create impact through partnerships.
- C. The principles of honesty, dignity and respect govern our interactions with each other.
- D. We protect the integrity of this body via compliance with governing policies.
- E. Every activity is carried out with a commitment to excellence.

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.

4. Consent Agenda. (5 minutes)

For Possible Action.

The Committee will consider and vote on the items on the consent agenda.

- a. Meeting Minutes: February 20, 2024*
- b. Fiscal Reports*
- c. FY 25 Administrative Budget*
- d. Careers Pathway Strategist Reports*
- e. One-Stop Operator Monthly Report*
- f. One-Stop Operator Quarter 2 Performance Assessment*

5. Community Impact Statements. (5 minutes)

- a. MCWDB Success Story*

6. Information/Discussion Only.

- a. National Association of Workforce Board Reports (15 minutes)
- b. Maricopa County Workforce Development Board Strategic Planning* (45 minutes)
- c. Committee Appointments (5 minutes)

- Justin Oviatt – Youth Committee
- John Dvorak – Youth Committee
- Anna Yap – Youth Committee

f. MCWDB Committee Updates (5 minutes)

- i. Executive Committee
- ii. Youth Committee
- iii. Employer Connection Committee
- iv. Regional Workforce Initiatives Committee

7. Call to Public.

8. Adjourn.

NEXT MEETING: June 5, 2025

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

Thursday, February 20, 2024 – 9:30 a.m. - 11:00 a.m.

MEMBERS PRESENT: *Bonnie Schirato, Brittany Holmes, Che Collins, Elizabeth Valdez, Gregg Ghelfi, Jacob Evenson, JakinDee Kosaka, John Soto, Konrad Robichaud, Loren Granger, Noelle Trinder, Tina Drews, Tim Willenborg*

MEMBERS ABSENT: *Anne Landers, Grenee Martacho, Marcia Veidmark, Shawn Hutchinson, Eddie Baldenegro*

Call to order.

Interim Chair Schirato called the meeting to order at 9:32am.

Roll Call.

MCWDB Board Liaison Julia Maciel Vargas took the roll call. A quorum was present.

Welcome and Opening Remarks.

Interim Chair Schirato welcomed everyone to the meeting and introduced new Full Board Member Brittany Holmes who introduced herself.

Consent Agenda.

MOTION: Interim Chair Schirato asked for a motion to approve consent agenda items. Che Collins, made a motion; Noelle Trinder, seconded the motion.

All in favor vote held:

In favor: Bonnie Schirato, Brittany Holmes, Che Collins, Elizabeth Valdez, Gregg Ghelfi, Jacob Evenson, JakinDee Kosaka, John Soto, Konrad Robichaud, Loren Granger, Noelle Trinder, Tina Drews, Tim Willenborg

Opposed: None

Abstained: None

Motion passed

Chair Report.

Interim Chair Schirato encouraged everyone to mark their calendars for the Arizona Regional Workforce Forum on January 15th.

Community Impact Statements.

MCWDB Success Story*

Workforce Development Coordinator Lemuel Carter shared the success story.

Information/Discussion/Possible Action.

a. FY25 Compliance and Policy – One Stop Operator Q1 Performance Assessment

MCWDB Policy Manager Laura Malhoit presented the OSO Performance Assessment. Below is the summary of her presentation:

- Quarterly assessments of the OSO contract
- Entering year three of a four-year contract, covering performance from July to September of 2024
- Rated on the following Criteria:
 - Coordination of Service Delivery and Partner Leadership
 - Reporting
 - Administration and Compliance
 - Continuous Improvement Activities
- Our OSO is doing really well in convening structured monthly meetings, encouraging staff to participate in monthly meetings and information amongst partner organizations, providing annual reports, knowledge of policy performance in Title I partner programs, and then also exploring partnerships and expanding resources.
- Overall score was 3.5 out of 4
- Questions:
 - How does a rating of 3.5 compare with what we usually see?
 - Answer: 3.5 is the highest score we've seen. Typically, we've seen scores in the middle 2.5 range.

MOTION: Interim Chair Schirato asked for a motion to approve the OSO Performance Assessment. Gregg Ghelfi made a motion; Loren Granger, seconded the motion.

All in favor vote held:

In favor: Bonnie Schirato, Brittany Holmes, Che Collins, Elizabeth Valdez, Gregg Ghelfi, Jacob Evenson, JakinDee Kosaka, John Soto, Konrad Robichaud, Loren Granger, Noelle Trinder, Tina Drews, Tim Willenborg

Opposed: None

Abstained: None

Motion passed

B. FY25 Compliance and Policy- The Eligibility, Prioritization and Approval of Training Services Policy

MCWDB Policy Manager Laura Malhoit presented the Eligibility, Prioritization and Approval of Training Services Policy. Below is the summary:

- This policy previously existed with our service provider WDD and has been transferred to the Board.
 - Updated county branding, policy title and date, and added specific verbiage regarding the right to implement specific funding limits for individual training accounts.
 - Added an additional statement about funds being prioritized for those residing within Maricopa County jurisdiction.
 - Added a statement about to explain multiple trainings being approved to support career pathways that funds an individual shouldn't exceed \$6,000.
 - Questions:
-

- If folks come in and they're from a different county, is there a process to connect them to that county for workforce solutions?
 - Yes, first we would look at the local area that they came from but some local areas may have run out of funding and may have referred them over to us.
- How does it work with the City of Phoenix since they have their own workforce development board and it talks about \$6,000 of funding from Maricopa County, do we pool resources or how does that work?
 - This policy gives us the flexibility to enforce and prioritize those who are in our local area and not necessarily in another local area. City of Phoenix has their own funding to support Phoenix residents.
- So with the six thousand dollar cap is that across any funding that they may have received either from their own local area or from ours?
 - That would be in general, we don't really allow for double dipping.

MOTION: Interim Chair Schirato asked for a motion to approve the Eligibility, Prioritization and Approval of Training Services Policy. Che Collins made a motion; Tim Willenborg, seconded the motion.

All in favor vote held:

In favor: Bonnie Schirato, Brittany Holmes, Che Collins, Elizabeth Valdez, Gregg Ghelfi, Jacob Evenson, JakinDee Kosaka, John Soto, Konrad Robichaud, Loren Granger, Noelle Trinder, Tina Drews, Tim Willenborg

Opposed: None

Abstained: None

Motion passed

Information/Discussion Only.

a. Talent Ready AZ/Governor's Workforce Cabinet*

Director Carlos Contreras shared an update on the AZ Governor's Workforce Cabinet. Below are the highlights:

b. Social Media Presentation*

MCWDB Careers and Pathway Strategist Katelyn Harris-Lange and MCWDB Management Assistant Hanna Smith presented on Social Media. Below are the highlights:

c. Maricopa County Workforce Development Board Strategic Planning*

d. Central Arizona Regional Workforce Forum Series Session #2 *

e. Committee Appointments

Regional Workforce Initiatives Committee

- a) Chandler Escalante, Workforce Development Project Manager for the City of Chandler, non-board member appointee
- b) Tami Martinez, Director of Operations, Televerde Foundation, non-board member appointee

f. MCWDB Committee Updates

- i. Executive Committee
- ii. Youth Committee
- iii. Employer Connection Committee
- iv. Regional Workforce Initiatives Committee

Call to Public.

Adjourn.

NEXT MEETING: February 20, 2025



Consent Agenda

Fiscal Report

	Total Program Budget Allocation	FY25 Year-to-Date Expended	FY25 Forecasted Budget	FY25 Remaining Budget	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	13TH PERIOD
WDB BTA FY25																	
TOTAL PERSONNEL	422,694	313,081	419,390	3,304	36,526	35,663	33,928	37,456	34,188	35,816	33,444	32,880	33,180	33,869	37,062	35,378	-
Regular Salary	422,694	313,081	419,390	3,304	36,526	35,663	33,928	37,456	34,188	35,816	33,444	32,880	33,180	33,869	37,062	35,378	-
TOTAL FRINGE BENEFITS	165,361	112,960	149,708	15,652	12,830	12,640	12,724	13,018	12,310	13,155	14,115	9,062	13,106	11,465	12,626	12,657	-
Taxes	32,336	23,017	31,150	1,186	2,670	2,592	2,515	2,742	2,493	2,713	2,400	2,415	2,477	2,591	2,835	2,706	-
Retirement	51,865	38,387	51,431	433	4,480	4,372	4,163	4,596	4,172	4,395	4,104	4,034	4,071	4,156	4,548	4,341	-
Medical	68,160	50,455	65,660	2,500	5,680	5,675	5,680	5,680	5,645	5,680	7,612	2,612	6,191	4,719	5,243	5,243	-
Unemployment & Workers Comp	2,500	1,100	1,467	1,033	-	-	367	-	-	367	-	-	367	-	-	367	-
Bus Pass/Vanpool	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tuition Reimbursement	10,500	-	-	10,500	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL INDIRECT COST	127,662	102,250	136,584	(8,922)	-	11,845	11,593	11,196	12,114	22,913	-	21,480	11,109	10,880	11,925	11,528	-
Indirect Cost Allocation (22.2%)	127,662	102,250	136,584	(8,922)	-	11,845	11,593	11,196	12,114	22,913	-	21,480	11,109	10,880	11,925	11,528	-
TOTAL TRAVEL	45,790	33,353	36,648	9,142	-	675	1,450	74	725	182	26,351	-	3,895	-	-	-	3,295
Travel-Conference	35,000	32,202	33,349	1,651	-	675	1,450	74	725	182	26,351	-	2,744	-	-	-	1,147
Per Diem (Travel Status)	5,790	1,151	3,299	2,491	-	-	-	-	-	-	-	-	1,151	-	-	-	2,148
Staff Mileage	5,000	-	-	5,000	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL SUPPLIES	8,550	1,287	1,851	6,699	-	-	1,198	81	59	-	(563)	512	-	-	264	300	-
Office/Technology Supplies	7,000	1,287	1,851	5,149	-	-	1,198	81	59	-	(563)	512	-	-	264	300	-
Food Supplies	1,500	-	-	1,500	-	-	-	-	-	-	-	-	-	-	-	-	-
Postage	50	-	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL EQUIPMENT	5,000	4,067	4,067	933	-	-	-	4,067	-	-	-	-	-	-	-	-	-
Equipment	5,000	4,067	4,067	933	-	-	-	4,067	-	-	-	-	-	-	-	-	-
TOTAL OPERATING SERVICES	22,500	8,359	8,774	13,726	-	473	2,425	3,505	326	1,453	155	-	22	138	138	138	-
Association Memberships	10,000	5,668	5,668	4,332	-	323	976	3,350	326	693	-	-	-	-	-	-	-
Marketing	2,000	-	-	2,000	-	-	-	-	-	-	-	-	-	-	-	-	-
Labor Market	1,000	-	-	1,000	-	-	-	-	-	-	-	-	-	-	-	-	-
Copier - Reprographics	6,000	1,449	1,449	4,551	-	-	1,449	-	-	-	-	-	-	-	-	-	-
Telecommunications	3,500	1,243	1,657	1,843	-	150	-	155	-	760	155	-	22	138	138	138	-
TOTAL CONTRACTUAL	367,687	219,880	373,094	(5,407)	(0)	25,034	-	40,731	-	58,283	30,745	-	65,088	90,386	31,414	31,414	(0)
One Stop Operator	367,687	219,880	373,094	(5,407)	(0)	25,034	-	40,731	-	58,283	30,745	-	65,088	90,386	31,414	31,414	(0)
TOTAL WDB BTA	1,165,244	795,238	1,130,117	35,127	49,356	86,331	63,318	110,130	59,722	131,801	104,248	63,934	126,400	146,738	93,430	91,416	3,295



FY25 WIOA Financial & Budgetary Review





FY25
**WIOA Financial & Budgetary
Review**

Eddie Contreras
Grants Accountant

FY2025 WIOA Budget to Actual

Service Provider Approved Budget \$15,911,612

Expended YTD as of March 31st, 2025

\$10,485,777

WDB Approved Budget= \$ 1,165,244

Expended YTD as of March 31st, 2025

\$795,238

**In FY25 at minimum \$11,814,762 must be expended by June 30th, 2025

84% Expended as of March 31st, 2025

WIOA Funding by Category

Fiscal Year 07/01/2024-06/30/2025						
FY25 Service Provider (WDD)						
	FY25 Approved Budget	YTD FY25 3/31/2025	% Spent YTD	Forecast	% Forecast	Balance Remaining
Roll Up						
ADULT/DW	10,972,893	6,930,382	63%	9,557,808	87%	1,415,085
YOUTH	4,638,719	3,378,953	73%	4,094,982	88%	543,737
RR	300,000	176,443	59%	244,227	81%	55,773
Total	15,911,612	10,485,777	66%	13,897,017	87%	2,014,595
Fiscal Year 07/01/2024-06/30/2025						
FY25 Workforce Development Board (WDB)						
	FY25 Approved Budget	YTD FY25 3/31/2025	% Spent YTD	Forecast	% Forecast	Balance Remaining
Roll Up						
ADULT/DW	885,585	607,876	69%	858,889	97%	26,696
YOUTH	279,659	187,362	67%	271,228	97%	8,431
Total	1,165,244	795,238	68%	1,130,117	97%	35,127





Thank You



Consent Agenda

FY 25 Administrative Budget

FY 2026 Administrative Budget

Steve Clark, Executive Director

Administrative vs. Service Provider Budget

- ✓ **Administrative (\$1,092,273)**
 - ✓ MCWDB Board staff operations/Personnel
 - ✓ Supplies/Travel/Training
 - ✓ Operating Services
- ✓ **Service Provider (\$11,149,692)**
 - ✓ MC Workforce Development Division
 - ✓ Provide Services to Adult, Dislocated Worker, and Youth

FY 26 Administrative Budget

✓ Personnel	\$382,773
✓ Fringe Benefits	\$131,210
✓ Indirect Costs	\$123,356
✓ Travel/Training	\$45,790
✓ Supplies	\$13,550
✓ Contractual	\$373,094
✓ <u>Operating Costs</u>	<u>\$22,500</u>
Total Budget	\$1,092,273 (-7%)

Questions?



Consent Agenda

Monthly Careers Pathway Strategist Reports

In-Demand Career & Apprenticeship Strategist Report

Katelyn Harris Lange | March 2025

Upcoming Events

- **April 9:** Construction & Science Technology Apprenticeship Fair (Arizona Registrar of Contractors)
- **April 10:** Arizona Apprenticeship Summit
- **April 6, 20, 25:** Hiring events in Mesa, Avondale, and Surprise
- **April 30:** West Valley Apprenticeship Fair (Surprise) | National Apprenticeship Day



Community Outreach

This month, I attended a number of community events including:

- AAED Professional Pathways Career Expo
- Jobs for Arizona's Graduates Office Open House & Career Development Conference
- Arizona Business & Education Council Growing Arizona's Future event in Mesa



Photo 1: The MCWDB delegation at the National Association of Workforce Boards annual conference.

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Photo 2: Me speaking on a panel regarding the value of networking to Arizona high school students at Jobs for Arizona's Graduates Career Development Conference in Mesa.



Consent Agenda

One-Stop Operator Monthly Report

To: Steve Clark, Workforce Board; Laura Malhoit, Julia Maciel Maricopa County Workforce Development Board (MCWDB)

Date: April 11, 2025

From: Janine Estrada – One Stop Operator

Subject: One-Stop Operator Report: March- 2025

Maricopa County One Stop Operator Front Desk Customer Interactions:

East Valley Career Center (Mesa)

Service	Mar -25
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	627
Calls	255
DES (AJC, Unemployment)	286
Smart Justice calls	50

West Valley Career Center (Glendale)

Service	Mar -25
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	1041
Calls	
DES (AJC, Unemployment)	245
Smart Justice calls	16

The number of Enrollments for March	Youth	17
	Adult/Dislocated Worker	76
The updated number of Enrollments for February 2025	Youth	19
	Adult/Dislocated Worker	103

Business Services Updates Q1 (January- March)

- 179 New Employer Relationships Established
- 877 Employer Follow-up Contacts
- 12 Hiring Events were held in Mesa, Glendale, Wickenburg, Surprise, Tempe, Goodyear, Gila Bend, El Mirage, Avondale, and Gilbert.
 - 207 employer tables
 - 119 employers were from targeted industry sectors

Rapid Response:

- Responded to 4 layoff notices affecting 1352 workers
- Held 6 Virtual Rapid Response Sessions to include Resume training, Interview Skills training, and Employer Spotlights

Number of customers welcomed at Satellite sites. (count kiosk numbers)

<u>SATELLITE LOCATIONS</u>	
Mesa	94
Queen Creek	148
Tempe	37
Wickenburg	74
Surprise	25



A proud partner of the AmericanJobCenter network

Avondale	28
Goodyear	28

Location: Gilbert Education and Healthcare Job Fair at SE Regional Library in Gilbert – 755 N Greenfield Ave, Gilbert, AZ 85234

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
3/6/2025 11am- 2pm	QC Partnership Site	17	116	18-On spot 17- Scheduled off site	7

List of companies participating

1. Maricopa County
2. AHCCCS
3. Maricopa County Early Education
4. Gilbert Public Schools
5. Abrio Home Care
6. Rise Services
7. Homecare Powered by AUAF
8. Queen Creek Unified School District
9. Central Arizona College
10. The GEO Group
11. Kelly Education
12. Chandler-Gilbert Community College
13. AccentCare
14. Walgreens
15. Chandler Unified School District
16. Child Crisis Arizona
17. Apria Healthcare



Success Story

WDC was able to schedule three (3) ASL interpreters from AZ Language solutions for three (3) job seekers needing this accommodation and all 3 jobseekers successfully spoke with all employers of interest. Interpreter services offered were exceptional . In addition, a married couple attended the job fair but only spoke Spanish. Another job seeker exiting the event heard this and offered interpreter services to the Spanish speaking couple and revisited every employer table for a second time, just in a different capacity. It’s wonderful that you meet so many of our residents that are so willing to be helpful.

Location: A New Leaf | Mesa Community Action Network– 635 E Broadway Rd, Mesa, AZ 85204

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
3/13/2025 10am- 1pm	Workforce center@Mesa	12	89	72	0

List of companies participating

1. **ABM Janitorial**
2. **Aramark**
3. **Clerk of the superior court, Maricopa county**
4. **George Brazil**
5. **Gila River Police Department**
6. **Hospitality Services Group**
7. **Maricopa County**
8. **New York Life**
9. **Personnel Outsource Solutions**
10. **Shamrock Foods**
11. **Touchstone Health Services**
12. **Home care on Demand**



Success Story/Employer Comment:

- ABM Janitorial**- Huge success! Was impressed with the amount of qualified job seekers!
- Aramark**- Great turnout! Loved the space!
- Clerk of the superior court, Maricopa county**-Qualified candidates, great setup! was a little loud, but that's the space.
- George Brazil**-Lots of potential candidates!
- Gila River Police Department**-size of building was small, but it was packed with powerful people.
- Hospitality Services Group**-Good event! great candidates!
- Maricopa County**- Great show out! very well organized keep up the great work!
- New York Life**-was very impressed with the amount of people who showed up with resumes.
- Personnel Outsource Solutions**-Really well polished candidates, for the most part great event. good eye contact and manners were in place.
- Shamrock Foods**-Great turnout with qualified applicants!
- Touchstone Health Services**-Great turnout! Lots of resumes!
- Home care on Demand** - Everything went well and would like to come back for upcoming job fairs. It was an amazing turnout.

OSO Team Updates March:

- OSO Community Partners Meeting: Unite Us - presented by Sebastian Blackwell with 56 in attendance.
- OSO ARIZONA@WORK Maricopa County Collaboration Leadership (MCCL) Meeting: Overview of the Workforce Initiatives at Chandler Gilbert Community College by Tom Pearson, Dean of Workforce Development, with 20 in attendance.
- OSO encouraging us of thread to share updates between partners
- One Stop Customer Satisfaction Surveys at 96.67%

Partners Updates:

- Tim Tucker introduced new program manager over RESEA and Wilson Fish TANF- supporting clients in Maricopa County, Jordan Dodeward.
- Danielle Nahass, update on the departure of Mario Atkins, the supervisor for the West Valley Department of Economic Security Employment Services, recruitment for the position will begin soon. Danielle Nahass also shared information regarding UI compensation for federal employees being laid off.
- In-person OSO Community Partner Meeting (**May 22nd** at 10 a.m. – 11:30 a.m.) West Valley Career Center Glendale, AZ rm 207
- Apprenticeship Job Fair that is taking place on **April 30th, 2025** , from 1:30pm-4:00pm at the Surprise Regional Library located at 16089 N. Bullard Avenue Surprise, AZ 85374.
- Surprise Job Fair that is taking place on **April 24th, 2025**, from 10:00am-1:00pm at the Surprise Regional Library located at 16089 N. Bullard Avenue Surprise, AZ 85374
- Avondale Job Fair **April 16, 2025** 1:00 p.m. to 4:00 p.m. Arizona Complete Health, Avondale Resource Center 995 E. Riley Dr. Avondale, Arizona 85323
- IRC Job Fair **April 12th** 10am to 2pm at 1927 W Dunlap Ave Phoenix, AZ 85021
- Goodyear Rec Campus Job Fair **May 1st** 10am to 1pm 420 Estrella Pkwy Goodyear, AZ 85998 Job seekers contact Julie.Torres@maricopa.gov. Employers Christopher.Sternisha@maricopa.gov
- Youth Job & Volunteer **May 7th** 2pm to 5pm Tempe Union HS District Innovation Center 490 W. Guadalupe Rd. Tempe, AZ 85283- College Connection
- Tempe Job Fair **May 15th** 10am-1pm EvVision Center 1310 E Apache Blvd Tempe, AZ 85281. Job seekers contact Erika.Read@maricopa.gov. Employers contact Carter.Ellis@maricopa.gov.
- [DEAMcon](#) **May 21-23, 2025** Scottsdale, AZ
- Harmon Library
 - Programs:
 - **-Employer Spotlight, Every Tuesday 12-2pm**
 - -4/15 – St. Mary’s Food Bank skill center
 - -4/22 – Labor System- Job Center
 - -4/29 BlueCross BlueShield
 - **Arizona Work City of Phoenix Tuesdays 12-2pm**
 - -5/6 Rio Salado CC
 - -5/13 Kelly Education
 - -5/20 Hospitality Training Academy (HTA)
 - -5/27 BlueCross BlueShield

Warn and Non warn AJC:

Notice Date	Warn Type	Employer	Number of Affected Employees	LWIB Area
3/03/25	Warn	Microchip	330	7 - ARIZONA@WORK - Maricopa County
3/04/25	Non-Warn	JOANN	374	7 - ARIZONA@WORK - Maricopa County
3/25/25	Warn	Block, INC.	29	7 - ARIZONA@WORK - Maricopa County

1. Microchip.- Restructuring in response to slowing demand from automakers
2. JOANN.- a fabric and craft retaile- closed
3. BLOCK Inc (XYZ)– Builds technology to increase access to the global economy- reduction said to be part of a strategic reorganization



Training Team Update 03/31/2025

Covers the period July 1, 2024 – March 31, 2025

Success Story / Highlights:

- Trainers completed Outreach Effort collaborating with CTE Career Coach at Red Mountain HS facilitating Resume Writing Workshop & Lab on 2 different days to a total of 34 junior students preparing to enter their CTE program during their senior year.
- Trainers completed Outreach Effort collaborating with CTE Career Coach at Mountain View HS facilitating Resume Writing Workshop & Lab 1 day to a total of 20 junior students preparing to enter their CTE program during their senior year.
- Trainer led an outreach event at Big Brothers Big Sisters, facilitating CPR/AED & First Aid class certifying 6 participants, along with sharing out flyers/calendars, and providing information on how to connect to additional HSD services.
- Trainers participating in facilitating virtual and in person Training Services and Workshops for Rapid Response events for total 59 participants.
- Trainers working alongside Business Service Representative supported outreach efforts for DREAM Pre-Employment Fair held at GateWay Community College. The Pre-Employment Fair prepares job seekers to present themselves as the best talent to employers the following week at the Phoenix DREAM Job Fair. Employers conduct mock interviews, professionals review resumes, and over 15 organizations are available that assist individuals with employment support, veteran's resources, and community resources. ARIZONA@WORK Maricopa County Training Team & WDC participation was to approximately 85 jobseekers that attended this event. Trainers provided Resume Reviews with 17 attendees and WDC team reviewed available services with attendees. 2 attendees signed up for Rapid Response Virtual Job Fair.
- Trainers facilitated Neurodiversity Overview virtual internal training to 59 WDD staff providing them with insight and resources to better serve our neurodivergent clients.
- Supervisor works with Trainers and Rapid Response Coordinator to review and support training for upcoming RR Events.
- Training Supervisor and Youth Supervisors met with CTE Career Coach at Mountain View HS to schedule a Resume Writing Workshop & Lab in April.
- Training Supervisor met with WDC Supervisor to begin planning for trainer workshop coverage at Partnership sites starting in April.
- Training Supervisor met with SJ Supervisor to review and update SJ Orientation content.
- Training Team processed Dynamics Password Resets.
- Trainers and Supervisor supported Extended Hours coverage.
- Training Supervisor reviewed and reported 20 facilities requests to HSD Facilities team. Supervisor worked on facilities transition plan to MA.
- Supervisor continues to meet with Rapid Response Coordinator to review and support training for upcoming RR Events.
- Supervisor works with Contact Center Supervisor on WDD updates and process improvement opportunities.
- Supervisor assisted with ARIZONA@WORK Maricopa County website updates for Job Listings and Hiring Events.

WDD CENTER TRAINING SERVICES	EVCC March 2025	WVCC March 2025	Program Year to Date EV Totals	Program Year to Date WV Totals	Program Year to Date Team Totals
Orientation Virtual Participants	68	135	741	1236	1977
Orientation In Person Participants	0	0	47	114	161
AJC & Client Portal Application Lab	0	5	40	126	166
CDL Module <i>(started 02.2025)</i>	21	28	54	50	104
Job Search Assistance Workshop	7	3	25	15	40
Resume Writing Virtual Workshop	7	4	53	5	58
Resume Writing In Person Workshop	7	7	77	73	150
Resume Writing Lab	4	7	66	53	119
Job Interview Practice Virtual Workshop	4	0	28	33	61
Job Interview Practice In Person Workshop	1	2	11	10	21
Basic Computer Skills Workshop	3	6	14	31	45
Financial Empowerment Workshop	2	3	17	16	33
Introduction to Entrepreneurship Workshop	2	2	13	10	23
Workplace Readiness Workshop	0	0	4	2	6
Youth Leadership Development Virtual Workshop	1	1	17	8	25
CPR/AED & First Aid Class	3	5	24	34	58
Spanish Basic Computer Skills Workshop	0	0	0	1	1
Spanish Financial Empowerment Workshop	0	0	0	0	0
Spanish Resume Writing Workshop	0	0	3	0	3
Youth Office Proficiency Assessment Assisted	3	3	39	89	128
Office Proficiency Assessment and Certification Obtained	1	0	24	14	38
Community Outreach Events (Refugee, etc.)	7	4	20	17	36
Community Outreach Event Participants	55	52	263	227	465
Rapid Response Events	1	2	7	9	16
Rapid Response Event Participants	15	44	81	232	313
Hiring Event Workshops	0	0	0	0	0
Hiring Event Workshops Participants	0	0	0	0	0
WDD New Hire Onboarding Staff Participants	0	0	3	0	5
WDD Internal Staff Training Participants	52	0	39	22	61

WDC Site Workshop Update 03/31/2025

<i>East Valley Workforce Development Coordinator Partnership Sites</i>			
<i>Workshop Name/Type</i>	<i>Mesa Partnership Site # participants attended</i>	<i>Tempe Partnership Site # participants attended</i>	<i>Queen Creek Partnership Site # participants attended</i>
<i>Resume</i>	4	3	3
<i>Job Search</i>	0	0	0
<i>Interview</i>	0	0	0
<i>Financial Empowerment</i>	0	0	0
<i>Pop-Up 1:1</i>	0	1	1
<i>Held off-site, in community # of workshops/total # participants</i>	0 workshops / 0 parts	0 workshops / 0 parts	0 workshops / 0 parts
<i>Total # Participants</i>	4	4	4

<i>West Valley Workforce Development Coordinator Partnership Sites</i>					
<i>Workshop Name/Type</i>	<i>Avondale Partnership Site # participants attended</i>	<i>Gila Bend Partnership Site # participants attended</i>	<i>Goodyear Partnership Site # participants attended</i>	<i>Surprise Partnership Site # participants attended</i>	<i>Wickenburg Partnership Site # participants attended</i>
<i>Resume</i>	6	4	0	5	1
<i>Job Search</i>	0	0	0	5	1
<i>Interview</i>	0	4	1	1	0
<i>Financial Empowerment</i>	0	0	0	0	0
<i>Pop-Up 1:1</i>	2	0	3	0	4
<i>Held off-site, in community # of workshops/total # participants</i>	0 workshops / 0 parts	2 workshops / 3 parts	0 workshop / 0 parts	0 workshops / 0 parts	0 workshops / 0 parts
<i>Total # Participants</i>	8	11	4	11	6





Location: Microsoft Teams Meeting

Date: March 19, 2025

Time: 10:00 AM - 11:00AM

Agenda details:

- I. Introductions
- II. Leadership Partner Updates
 - a) What are the leadership partners currently involved in, and any significant changes?
- III. Presentation by Tom Pearson Dean of Workforce Development- CGCC
- Q & A Session
- IV. Mention of United Us
- V. Action items
 - What do you want to see?
 - Please share referral data
- VI. Adjournment 10:46 am



ARIZONA@WORK Maricopa County Collaboration Leadership Meeting

Date: March 19, 2025, via Teams 10 am -11 am

Attendees:

Title Ib:

Indian & Native American Programs (INAP): Olivia Hendricks

National Farmworkers Job Program (NFJP): Teresa Mendez, Daisy Samano

Title II: JakinDee Kosaka (APD), Kristi Wimmer (APD), Kelly Steward (Rio Salado), Johana Arellanes Parra, Melisa Isic (Friendly House)

Title III: John Soto, Danielle Nahass

LVER: Kevin Miles

Title IV Voc Rehab:

SCSEP:

RESEA: Sandra Stephens

TANF: Allison Greer

CTE: Kevin Imes

AZ Re-entry Second Chance: Ty Jackson

Community Services Block (CSBG): Madison Ginsberg

DES: Tim Tucker, Jordan Dodeward

Gilbert-Chander Community College: Tom Pearson

Equus: Janine Estrada OSO, Hugh Wolf City of Phoenix OSO

Summary of monthly meetings in the future with the agenda and meeting minutes.

I. Welcome Remarks

Janine Estrada welcomed participants to the ARIZONA@WORK Maricopa County Collaboration Leadership Partners meeting

II. Partner updates

- Tim Tucker introduced new program manager over RESEA and Wilson Fish TANF- supporting clients in Maricopa County, Jordan Dodeward.
- Danielle Nahass, update on the departure of Mario Atkins, the supervisor for the West Valley Department of Economic Security Employment Services, recruitment for the position will begin soon. Danielle Nahass also shared information regarding UI compensation for federal employees being laid off.
- In-person Community Partner Meeting (May 22nd at 10 a.m. – 11:30 a.m.) West Valley Career Center Glendale, AZ rm 207



III. Overview of the Workforce Initiatives at Chandler Gilbert Community College by Tom Pearson Dean of Workforce Development

- Highlighting the college's regional approach within the Maricopa County Community College District
- Key programs, Semiconductor Quick Start Program and the Aerospace focus- industry involvement in curriculum
- Semiconductor Quick Start Program
 - The program consists of a two-week course that includes hands-on training and culminates in a NIMS certification
 - Grant funding that covers tuition costs, and the program also provides additional support such as resume writing and job fairs
 - Quick Start program has successfully trained over 1,000 students
 - a significant portion earning industry certs
 - successfully placed some students in jobs with TSMC and Intel
 - Expansion to Gateway Community College and
 - New, more in-depth semiconductor training will be introduced at Chandler-Gilbert Community College and Australia Mountain Community College.
 - Advanced training will be modeled after Austin
- Future Workforce Accelerators Initiative Overview
 - Future 48 Workforce Accelerators Initiative
 - \$30 million to enhance workforce training through Arizona's CCs
 - MCC secured funding for Semiconductor and Aerospace and defense workforce
 - Remodel facilities to be flexible learning spaces tailored to industry needs.
- Artificial Intelligence Program Development - relevance to workforce needs
 - Associate's degree in artificial intelligence, initiated in collaboration with Intel in 2019.
 - From 50 students to more than 150- customized non-credit training developed for EMD Electronics
 - Bachelor's degree in AI is set to launch in 2025 (technical skills, more mathematics and computer science.
- Capstone Projects and AI Literacy Initiatives
 - Developed by students- Medicine identifier for elderly and emotional tone evaluator for social media content
 - AI literacy for both students and employees
 - Advocating for the integration of AI tool into academic disciplines
 - Understanding AI is crucial to job security

IV. Questions



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- “Mr. Pearson, with the semi-conductor quick start, is that allowing students to get a leg up with TSM and Intel, or do they need additional training for entry level? Also, do we know % of students go into semiconductor sector?”

Yeah, it is because TSMC is involved, too. Both have been hired by the Quick Start program. I think we're going to have more that will get hired when you go through our MAS program where it's a lot more in-depth training. Still entry-level

V. **Suggested action items for upcoming partners' meeting**

- Please complete referral data via the Partner Referral Check-in worksheet and Unite Us Referral worksheet

VI. **Adjournment 10:46 am**

Next Meeting:

April 17th 10 am to 11 am



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ARIZONA@WORK Maricopa County Community Partner Meeting

Date: April 10, 2024, via Teams 2 pm -3 pm

Attendees:

Title I: Carter Ellis, Wendy Bursch, Valerie Carrillo Rojas, Rebekah Keizer, Christopher Sternisha, Julie Torres, Aurora Arellano, Ally Lomeli, Andrea Merchant, Gretchen Holmes, Kristy Lee, Diana Scott (PHS)

Title I National Farmworker Job Program: Teresa Mendez

Title I/WIOA Sec. 166: Olivia Hendricks (Phoenix Indian Center)

Title II: David Howden (ACYRAZ), Melisa Isic, Johana Arellanes Parra (Friendly House),

Title III:

IV:

V:

TANF Jobs:

RESEA:

AZ Apprenticeships:

Second Chance: Ty Jackson- Arizona Reentry

DES: Julian Saucedo, Heather Dietrich, Dursula Colter

Community Partners:

Sara Hernandez (Banner Health)

Howard Mahaffey (Easy) (Veterans CBI)

Rita Skinner (AZ Hispanic Chamber of Commerce)

Livvy Ramirez (Guadalupe CAP)

Benjamin Sublasky (Addus)

Carolyn Sims (NICOA)

Brittney Clark (Solari)

Perla Escalante (Unlimited Potential)

Keith Feldt (Harmon Library- City of Phoenix)

Jessica Rose (Friendly House)

Jennifer Radtke (Sevita- Recruiting Specialist)

Marina Hernandez (Adelante Health Care)

Mohamed Abdullahi (IRC)

Keisha Arnold (IRC)

Sharise Erby (IRC)

Karen Lynch (See it Our Way)

Cynthia G Vega, Verania Pacheco (City of PHX)



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Summary of monthly meetings in the future with the agenda and meeting minutes.

I. Welcome Remarks

- Janine Estrada welcomed participants to the ARIZONA@WORK Maricopa County Community Partners meeting.

II. Partner updates

- National Apprenticeship Day **April 30th 2025**
- Apprenticeship Job Fair that is taking place on **April 30th, 2025** , from 1:30pm-4:00pm at the Surprise Regional Library located at 16089 N. Bullard Avenue Surprise, AZ 85374.
- Surprise Job Fair that is taking place on **April 24th, 2025**, from 10:00am-1:00pm at the Surprise Regional Library located at 16089 N. Bullard Avenue Surprise, AZ 85374
- Avondale Job Fair **April 16, 2025** 1:00 p.m. to 4:00 p.m. Arizona Complete Health, Avondale Resource Center 995 E. Riley Dr. Avondale, Arizona 85323
- IRC Job Fair **April 12th** 10am to 2pm at 1927 W Dunlap Ave Phoenix, AZ 85021
- Goodyear Rec Campus Job Fair **May 1st** 10am to 1pm 420 Estrella Pkwy Goodyear, AZ 85998 Job seekers contact Julie.Torres@maricopa.gov. Employers Christopher.Sternisha@maricopa.gov
- Youth Job & Volunteer **May 7th** 2pm to 5pm Tempe Union HS District Innovation Center 490 W. Guadalupe Rd. Tempe, AZ 85283- College Connection
- Tempe Job Fair **May 15th** 10am-1pm EvVision Center 1310 E Apache Blvd Tempe, AZ 85281. Job seekers contact Erika.Read@maricopa.gov. Employers contact Carter.Ellis@maricopa.gov.
- OSO Community partners in-person **May 22nd WVCC Rm 207**- flyers to follow
- [DEAMcon](#) **May 21-23 2025** Scottsdale, AZ
- Harmon Library
Programs:
 - Employer Spotlight, Every Tuesday 12-2pm**
 - 4/15 – St. Mary’s Food Bank skill center
 - 4/22 – Labor System- Job Center
 - 4/29 BlueCross BlueShield
 - Arizona Work City of Phoenix Tuesdays 12-2pm**
 - 5/6 Rio Salado CC
 - 5/13 Kelly Education
 - 5/20 Hospitality Training Academy (HTA)
 - 5/27 BlueCross BlueShield

III. Solari- 211 - presented by Brittney Clark



Overview of features of platform

Solari Crisis and Human Services, highlighting its evolution from Crisis Response Network and the range of services available, including a statewide crisis line and the 988 lifeline. National 988 lifeline 988 is for those mental health individuals can call text to speak with a crisis specialist

- Mobile Team Dispatching Services
Arizona's crisis line, 988, which offers in-person support for individuals in crisis
Teams: Comstrand, Terros, Impact, Community Bridges
- Peer Support Services and Community Resources
24/7 service for non-crisis support, allowing individuals to share their experiences and feelings with trained peer support specialists
- 2-1-1 information referral- 2-1-1Arizona.org
- Be Connected -Veteran Wraparound Services
- 9-1-1 Diversion Program - 911, but it's a mental health concern, then they do a warm handoff to Diversion Program
- SMI determination- Solari

IV. Q & A Session

- What are the most requested services?
[Rental assistance, Utility assistance, mental health interventions](#)
- When should we call 988 vs 911?
[Subjective and situational, also 9-1-1 Diversion Program- will provide warm hand-off to Solari](#)
- OSO – Referral prompt.

VII. Adjournment April 10th 2:52 pm

Next Meeting:

The next meeting is scheduled for Wednesday, May 8th, 2025, from 2 pm to 3 pm

Location: **Microsoft Teams Meeting**
Date: April 10, 2025
Time: 2:00 PM - 3:00 PM

- I. Welcome and Introductions (2 minutes)
 - A brief welcome to all partners in attendance.
 - Request introductions from attending partners, including title and email address, share in chat
- II. Partner Updates (10 minutes) Share in both chat and live
- III. Presentation By Brittney Clark on Solari
- IV. Questions for Brittany
- V. Survey- POC and referral questionnaire
"Could you please share the name of your organization and your preferred method for receiving referrals?"

Next Upcoming Partnership Meeting – May 8th, 2025 2 pm – 3 pm

Vision statement- "Be the best-in-class workforce system that connects job-seekers to career



Consent Agenda

One-Stop Operator
Quarter 2 Performance Assessment

One-Stop Operator Quarter 2 Performance Assessment

April 17, 2025

Quarterly Assessment of One-Stop Operator (OSO) required to determine if the current contract should be renewed for approval. Assessment items cover OSO expectations outlined in OSO contract.



Highlights

- Convene structured monthly meetings
- Encourage staff to participate in monthly meetings and distribute information amongst partner organizations.
- Explore partnerships and expand resources



Areas for Improvement

- Visit each comprehensive career center location regularly, at least once per week, and attend all monthly comprehensive career center meetings in-person, or virtual, as scheduled.
- Manage and ensure core title partners are fulfilling cooperative agreements, MOU, IFA, addendums, and Local Plan responsibilities as applicable.



Score

Overall Score: **3.6** out of 4

Recommendation

Approve contract extension by one year (December 2026)



Criteria

- 1.0: Coordination of Service Delivery and Partner Leadership
- 2.0: Reporting
- 3.0: Administration and Compliance
- 4.0: Continuous Improvement Activities

Scoring



Score	Description
4-Excellent	Best-in-class/Serves as a model for others/Outstanding product/Clear, easy to understand/completed on time- exceeds expectations for deliverables.
3-Satisfactory	Mostly accurate/product meets expectations/completed on time/may need minor enhancements, but product meets deliverables.
2-Needs Improvement	Somewhat accurate/product needs additional work, improvements, or corrections. May meet minimal expectations for deliverables.
1-Does Not Perform	Failed to meet expectations. Does not meet minimal expectations for deliverables.





MCWDB Success Story

Success Story – Training Team Outreach at Red Mountain High School

Hello! Thank you for the invitation to share some of our impactful work! My name is Lisa Marucci, and I am a Trainer for ARIZONA@WORK. Our team facilitates virtual and in-person workshops to job seekers along with outreach. I love what I do!

One of our latest outreach events was held this month at **Red Mountain High School in East Mesa**. Red Mountain, an “A” rated school by the Arizona Department of Education, has an enrollment of approximately 3400 students with a student ratio of 21 to 1.

Its campus is a sprawling 84 acres with pure educational opportunities and activities. Including: academics, athletics, advanced placement coursework and exams, college dual enrollment, performing arts, STEM, band and a fabulous **CTE: Career & Technical Education Department**.

You may think automotive and welding. And, yes those programs are part of the CTE program. **But there are a TOTAL of 18 programs!**

- **Agricultural Science (they actually have pigs on campus! 😊)**
- Biomedical Sciences
- Biotechnology
- Business Operations
- **Computer Maintenance**
- Computer Science
- **Culinary**
- Digital Photography
- Digital Publications
- Education Professions
- **Engineering**
- Graphic Design
- **Marketing**
- Sports Medicine
- Theatre Design & Management
- Video Productions

This is where our expertise was requested!

Junior CTE members are currently applying to *very competitive* internships for their Senior year. (Honeywell, Caterpillar, Discount Tire, and Banner are a few)

Fortunately, the Red Mountain Carer Coach ***knows the value of a well-crafted, tailored resume!***

And, this is how we assisted...



My coworker, David Lopez, and I created a Resume Workshop for high school students.

We had the students create a list. If they had or currently have a job, it was on the list. Then, they needed to add all their activities, clubs, organizations, and volunteer experiences in and outside of school. They were required to really think hard about what they specifically CONTRIBUTED! What did they ACCOMPLISH?

We provided proper **resume formatting** with a **template** and **DO's and DON'Ts**.

We enlightened the students teaching them about the **Applicant Tracking System or ATS**. This was an eye opener!

We stressed the importance of using the **job posting** and identifying "keywords."

Soft skills, hard skills, and industry jargon. As applicable these words must appear in their resumes to get past the ATS and potentially be seen by the hiring manager.

We taught a total of 62 students over three days. Students were respectful, attentive, and very grateful! It was a wonderful opportunity for everyone!

Feedback/Comments:

- "I learned about Applicant Tracking Systems (ATS) and what I need to add to my resume to get it onto HR's desk."
- "I'll really utilize the handouts given with action verbs, sample phrases for Summary of Qualifications, and blank resumes."
- "My favorite part was the energy in the room."
- "Resume writing should include key words, short phrases, and should be directed toward pleasing the potential employer."
- "My favorite part was David's lecture." 😊
- "Weirdly, (my favorite part) was making and drafting my resume."
- "I enjoyed how all the students were asked to share their opinions or thoughts at times. It made the presentation interesting and more understandable."
- "I liked when they listed soft skills due to not having any idea what would be considered."





Information/Discussion/Possible Action

National Association of Workforce Boards
Reports



Information/Discussion Only

MCWDB Strategic Planning



WDB Strategic Planning 4/17 Full Board Meeting Discussion

Workforce Development Board Strategic Planning Milestone Check-in

Project Duration: January – June 2025

Framing our approach



Reviewed previous Strategic Plan and associated documents



Gathered project team and board assumptions and expectations



Developed iterative strategic planning approach and activities

Co-creating the plan



Define key value statements to serve as the foundation of future goals



Iterate upon value statement input + brainstorming goals and strategies



Prioritize and refine goal and strategy content, aligning them to metrics

Implementing



Gain WDB and staff approval to begin drafting plan



Develop tools for continuous data collection and reporting on strategies



Receive final Board and Leadership approval and implement

We are here!



Strategic Planning Session Overview

Previous Sessions' Purpose

Brainstorm Strategic Plan Value Statements

4 Iterative rounds of dissecting value statement meaning, refining language, and brainstorming goal and strategy areas

Evaluate and expand upon initial draft goal and strategy areas

Upcoming Session Purpose

Review and agree upon refined goals, strategies, and KPIs

Past Dates

Full Board Meeting 2/20

Small group interviews with board members 3/04-3/06

Youth Committee Meeting 3/06

Regional Committee Meeting 3/18

Executive Committee Meeting 3/20

Employer Connection Committee Meeting 4/3

Four Small group interviews with board members 4/07-4/10



We are here!

Full Board Meeting 4/17

Collecting Board Feedback

Methods:

The Innovation Studio held **four small group discussions with six board members** that provided input into the scope of the goals and strategies, language used, and potential measures.

Outcomes for discussion on 4/17

The Studio team is in the process of synthesizing that feedback to refine the goals and strategies to be reviewed during the 4/17 Board Meeting.

The following pages include the initial goals and strategies that were discussed with board members. Overall, **all six board members unanimously agreed on the number of goals and the topics being covered for 2025 – 2028.**

The updates that will be presented for full board discussion and approval include:

- adjustments to goal language,
- additional strategies to narrow focus of scope,
- and proposed KPIs to measure success year over year.

Finalized Strategic Planning Values

1



We will continuously refocus and serve critical workforce needs.

Promise:

Prioritize in-demand industries and their workforce needs, aligning actions to future trends in the short- and long-term.

2

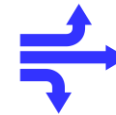


We will mobilize collective expertise.

Promise:

Convene and leverage best-in-class workforce development expertise, connecting organizations and leaders to create a trusted information network.

3



We will lead the recognition of emerging career pathways.

Promise:

Improve the accessibility, exposure, and quality of training resources to better identify and create realistic career pathways for qualified and unqualified job seekers.

Recap of small group sessions

Discussion prompts considered during each goal area and strategy review:

1. How can this goal be **broken down, reframed, or simplified** to better address what the Board wants to accomplish by 2028?
2. How can we better position these goals—or brainstorm new ones—to **leverage the strengths and expertise of board and staff**?
3. What else do we need to include **to build upon the work of the 2022 WDB Strategic Plan**?



Things to remember:

These initial draft goal areas are meant to be **high-level**.

They are not a final list but are meant to be an **initial sketch** based on our strategic planning sessions thus far.

Consider each as jumping off points to help us refine and specify our 2025 goals and strategies.

Draft Goal Areas for Iteration

1



We will continuously refocus and serve critical workforce needs.

Promise:

Prioritize in-demand industries and their workforce needs, aligning actions to future trends in the short- and long-term.

1

Goal Area

Determine long- vs. short- term in-demand industry workforce planning needs

1A

Possible Strategy

Audit annual identified in-demand industries to compile critical workforce need areas within each industry (example, identified industry need for more diverse training formats and number of apprenticeship opportunities to reach additional job seekers)

1B

Possible Strategy

Create scoring tool to evaluate and prioritize critical workforce needs within in-demand industries to direct support

Draft Goal Areas for Iteration

1



We will continuously refocus and serve critical workforce needs.

Promise:

Prioritize in-demand industries and their workforce needs, aligning actions to future trends in the short- and long-term.

2

Goal Area

Establish sustainable funding opportunities based on prioritized workforce needs and shared funding partnership opportunities

2A

Possible Strategy

Identify grants and other funding options that support gaps in workforce needs identified through Goal One

2B

Possible Strategy

Identify potential shared funding partnerships and collaborate to apply and secure funding streams

2C

Possible Strategy

Develop diversified funding strategy that seeks out and identifies one-time vs. recurring grant funding streams for critical workforce need areas

Draft Goal Areas for Iteration

2



We will mobilize collective expertise.

Promise:

Convene and leverage best-in-class workforce development expertise, connecting organizations and leaders to create a trusted information network.

3

Goal Area

Scan the environment (regional and state) to identify, leverage, and improve current Arizona existing workforce expertise and partnerships

3A

Possible Strategy

Conduct a gap analysis of community (regional and statewide) expertise—the employer, educator, and workforce organization ecosystem—to document current resources and areas need that need further development.

3B

Possible Strategy

Identify benchmarks to measure the desired impact of convened employer, educator, and organization expertise

3C

Possible Strategy

Leverage Committee focus areas to make employer, educator, organization connections to improve support at different levels of the workforce process (awareness, training, etc.)

Draft Goal Areas for Iteration

2



We will mobilize collective expertise.

Promise:

Convene and leverage best-in-class workforce development expertise, connecting organizations and leaders to create a trusted information network.

4

Goal Area

Leverage network to establish more consistent language requirements used by employers, educators, workforce organizations to align with job seekers qualifications, certifications, expectations, etc.

4A

Possible Strategy

Analyze current language used to communicate accepted qualifications, certifications, forms of training, and job requirements in prioritized in-demand industries

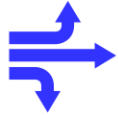
4B

Possible Strategy

Utilize community partnerships and marketing channels to socialize common language and provide job seekers direction

Draft Goal Areas for Iteration

3



We will lead the recognition of emerging career pathways.

Promise:

Improve the accessibility, exposure, and quality of training resources to better identify and create realistic career pathways for qualified and unqualified job seekers.

5

Goal Area

Recognize each in-demand industry's potential career pathway entry points for job seekers of all levels (e.g., Highschool seniors; mid trade school; transitioning careers, etc.)

5A

Possible Strategy

By prioritized in-demand industry, document job seeker types (by demographic and status) and their potential entry points

5B

Possible Strategy

Map and make visible each pathway per job seeker type and industry, identifying current milestones such as, outreach organizations, certifications, education, apprenticeship, etc.

5C

Possible Strategy

Evaluative the 1. reputability/quality of each milestone; 2. the highly resourced vs. underserved pathways and 3. pathway recognizability (known vs. least known)



Information/Discussion Only

Committee Appointments

New Board Members and Committee Appointments

Justin Oviatt, **Comparion Insurance Agency**
Agency Leader
Youth Committee

John Dvorak, **ATP Flight School**
Aviation Maintenance Recruiter
Youth Committee

Anna Yap, **TSMC**
Department Head, Learning and Development and WFD
Youth Committee



Information/Discussion Only

MCWDB Committee Updates



Information/Discussion Only

Call to Public



Thank You