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# **MCWDB Youth Committee**

**May 1, 2025**



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 1, 2025 – 1:30 p.m. - 2:30 p.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.**

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**2. Roll Call.**

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**3. 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: November 7, 2024
  - b. Meeting Minutes: March 6, 2025
- 

**4. Information/Discussion Only.**

- a. MCWDB Youth Success Story
  - b. Arizona Coalition for Career Readiness
  - c. East Valley Institute of Technology (EVIT) Update
  - d. Apprenticeship Update
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**5. Call to Public.**

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**6. Adjourn.**

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**Next Meeting: TBD-FY 26**

*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.*



# Consent Agenda

Meeting Minutes



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

Thursday, November 7, 2024 – 1:30 p.m. - 2:30 p.m.

The Agenda for the meeting is as follows:

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**Members Present:** Anne Landers, JakinDee Kosaka, Barbara Coakley, Brittany Holmes, Meredith Critchfield, Jessica Putton, Robert Garcia

**Members Absent:** Che Collins, Liz Valdez, Tina Drews, Jessica Rivera-Garcia, Marie Raymond, Nancy Stanford

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**Call to Order.**

Chair Anne Landers called the meeting to order at 1:32 pm and requested roll call.

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**Roll Call.**

MCWDB Board Liaison, Julia Maciel Vargas, took roll. A quorum was not present.

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

Chair Landers welcomed everyone to the meeting and reviewed the objectives and goals for the committee.

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**Consent Agenda.**

The Committee did not vote on the consent agenda.

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**Chair Report.**

Chair Landers shared that she is really eager and excited about the committee and the network becoming more interwoven. She is excited about the work that we can do and better serve the staff and have a better aggregate outcome.

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## Information/Discussion Only.

### MCWDB Youth Success Story

Workforce Development Division Youth Program Manager, Jinkee Pacifico presented a recent success story.

### Youth Apprenticeships

MCWDB In-Demand Careers and Apprenticeship Strategist Kaitlin Harris-Lange and Alejandro Esquivias gave an update on apprenticeships and preview of NAWDP. Below is a highlight of their presentation:

- Registered Apprenticeship Fair at East Valley Career Center
- Total of 17 Partners FY25
- Brought in different In-Demand Industries: Manufacturing, IT, Healthcare
- 12M ARPA Investment
- 1701 Total Apprentices Served
- 617 Active Apprentices

### Questions:

- Are there any high-level thoughts or reactions or strategies for graded funding or anything like that you're exploring?
  - Constantly exploring additional grants that are available to see if there's any opportunity to supplement and kind of help mitigate the impact of ARPA going away.
  - The other thing is working with training providers to make sure their costs for their program are sustainable and being very transparent with them that we won't be able to support at the level we're at.
  - We're going to have to work with the committee and the board on prioritizing which programs we want to support moving forward.
- Can you tell us a little bit about when participants joined these apprenticeship programs?
  - We do track participation and successful completion of their first year.
- How do we ever capture data of how many of the youth that are being served are from our public schools in Arizona?
  - For the apprenticeship program in our space, the majority of our population is 18 and up. So our youth program ranges up to 25.
- Are you finding the demand for youth apprenticeships is also increasing or is that more of an aggregate?
  - We are still building some awareness around that. There is an opportunity to make more connections or some of the organizations that have programs that run very much like a pre-apprenticeship.

### Workforce Development Division Youth Programming Update

Workforce Development Division Youth Program Manager, Jinkee Pacifico presented on Youth Programming. Below are some highlights from her presentation:

- Steps for Youth to connect to Career Pathways
  - Support Services
  - 230 Individual participants received support services
  - 314 Total number of services provided
  - Outreach Efforts
-

Questions:

- Can you tell us a little bit more about any efficiencies or impacts you see from the team doing that internally versus retaining supports?
  - Our vendors have played a larger role in delivering some of the 14 elements.
  - By internalizing more of our elements, we found it as an opportunity to save money and be able to support our participants and make a bigger impact.

**Summer Youth Project**

Workforce Development Division Assistant Director Jared Beard gave an update on the Summer Youth Program that operated in 2023 and 2024. Below are highlights from his presentation:

- Targeted youth 16-21 years old
- Outside of Phoenix, BIPOC
- Components included Simple Enrollment, Wraparound Support, WEX Placement, and Incentives
- Providers did an excellent job of incorporating themselves into our normal operations and normalizing the center.
- \$1.8 Million over the last two summers.

Questions:

- From an ongoing sustainability, we have the \$400 ,000 to reallocate once that \$400 ,000 is used up this summer because it's ARPA funding. Is there ambition and desire to continue the program or has it run its course?
  - We are open to it, but the challenge is the budget. Do we want to focus on a summer program or have that program available year-round?

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**Call to Public.**

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

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**Adjourn.**

Chair Landers adjourned the MCWDB Youth Committee meeting at 2:41 pm.

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

Thursday, March 6, 2025 – 1:30 p.m. - 2:30 p.m.

The Agenda for the meeting is as follows:

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**Members Present:** Anne Landers, JakinDee Kosaka, Che Collins, Tina Drews, Marie Raymond, Robert Garcia

**Members Absent:** Liz Valdez, Barbara Coakley, Brittany Holmes, Meredith Critchfield, Jessica Putton, Jessica Rivera-Garcia, Nancy Stanford

**Call to Order.**

Chair Anne Landers called the meeting to order at 1:35 pm and requested roll call.

**Roll Call.**

MCWDB Executive Assistant, Amy Tidwell, called roll. A quorum was not present.

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

Chair Landers welcomed everyone to the meeting and reviewed the objectives and goals for the committee.

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**Consent Agenda.**

The Committee did not vote on the consent agenda.

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**Chair Report.**

Chair Landers reported that the last meeting was held in conjunction with the Employer Connection Committee and stated that we could maximize our shared efforts by aligning with our other committees. She also stated that we could find other points of intersection ongoing to leverage the work we are doing.

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## **Information/Discussion Only.**

### **MCWDB Youth Success Story**

Workforce Development Division Career Advisor, Sandy Watkins, presented a recent success story.

### **Strategic Planning Update**

Samantha Chase, Service Designer with Maricopa County's Innovation Studio, gave an update on the 2025 Strategic Planning: Below is a highlight of their presentation:

- February 20, 2025, held first strategic planning session to explore what values can be defined
- Presented the Value Ecology Map process and what previous brainstorming sessions produced
  - Committee refined and dissected the value statements

### **Pre-Apprenticeships at Grand Canyon University**

Shelly Seitz, Director, Center for Workforce Development at Grand Canyon University, presented pre-apprenticeship opportunities at GCU. Below are some highlights from the presentation:

- Two years into grassroots trades program
- Current pre-apprenticeships:
  - Electricians – Arizona and Texas
  - CNC Machinists
- Provides marketing, information sessions, recruitment and enrollment services for industry partners
- Collaborates with industry to hire students for formal apprenticeships
- Approved through the AZ Department of Education, starting with summer cohort, will be offering certifications
- Courses provide college credits
- Projected enrollment for 2024-2025 is 600+

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### **Call to Public.**

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

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### **Adjourn.**

Chair Landers adjourned the MCWDB Youth Committee meeting at 2:33 pm.

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# Information/Discussion Only

MCWDB Youth Success Story

Participant Name: Ashley

Month/Year: April 2025

Career Advisor: Rebekah Keizer

Ashley came to ARIZONA@WORK in July 2024 with a clear vision: she was determined to pursue her education as a Certified Nursing Assistant (CNA) and eventually become a Registered Nurse (RN). At the time, she was raising a young daughter while living with four other family members. Her goal was to gain financial independence and move into a home of her own with her daughter.

Ashley and her career advisor discussed the program and explored services that could support her journey. She quickly began preparing her application for grant funding to attend school, demonstrating a strong sense of responsibility and excitement for her future. Despite juggling a full-time job and caring for her daughter, she remained committed to her educational goals.

After securing the grant, Ashley met with her career advisor for mentoring sessions, where they discussed strategies for managing stress as both a student and a parent. When the school incorrectly recorded her contact information and assumed she was unresponsive, Ashley courageously advocated for herself. She reached out to her career advisor for assistance in resolving the misunderstanding.

On October 26, Ashley began her CNA program. She successfully completed her coursework on December 8 and passed her CNA board exams on December 24. Thrilled to be certified, she set her sights on gaining experience in an emergency department setting. Soon after, she was hired as a Patient Care Assistant at Banner University Medical Center, where she has started developing her emergency care skills and looking to the future.

One of the most exciting parts of her journey is the support she's receiving from her employer. When the time comes, the hospital will help fund her pursuit of an RN degree and provide mentorship throughout her schooling.

Ashley also achieved another major milestone: she moved out of her mother's home and into a place of her own with her daughter. She is thrilled about the road ahead as she continues working and advancing her education, ultimately fulfilling her passion for providing medical care to others.



# **Information/Discussion Only**

Arizona Coalition for Career Readiness



# Information/Discussion Only

East Valley Institute of Technology  
(EVIT)

# EVIT Apprenticeship



# America Building America Grant

- Received \$6 million in June 2024 from the US Department of Labor
- EVIT is an Apprenticeship Hub- we serve the state for apprentices, not just Maricopa County
- Funds assist with Marketing, Professional Development for staff and employers, Employer Incentive Funding, and Building/classroom adjustments

## Goals for EVIT- ABA2 Grant by June 2028

- 1000 Apprentices
- 6000 Business contacts
- 6 registered apprenticeship programs
- Goals are to expand, diversify, and strengthen the Registered Apprenticeship system through support in the public/private business sector

# Apprenticeships Currently Available

- Airframe Mechanics
- Electrical
- Heating, Ventilation, and Air Conditioning (HVAC)
- Plumbing
- Structural Metal Fabricators and Fitters (Welding)

# Pre-Apprentice to Apprentice

- Currently requires a pre-apprenticeship class before applying to the apprenticeship program
- Pre-apprentice class is able to credit hours towards RTI (Related Training Instruction)
  - Airframe Mechanics: 3100 hours OTJ/400 RTI (200 RTI hours credited)
  - Electrical, HVAC, Plumbing & Welding: 8000 hours OTJ/600 RTI (300 RTI Hours Credited)

# Businesses and What's Next for Us

- Businesses to Partner With: Aviation, Electrical, HVAC, Plumbing, Welding companies who can meet the Appendix A requirements set by the State and be able to mentor 1:1 with an apprentice
- Incentive Funding for Partnering Businesses
- We are starting to expand outside of Maricopa to partner with other CTED's
- Starting discussion on 6<sup>th</sup> registered apprenticeship program
- Construction/program needs

**Questions?**



# Information/Discussion Only

Apprenticeship Update



# Registered Apprenticeship Update

Katelyn Harris Lange, In-Demand Career & Apprenticeship Strategist

Youth Committee Meeting | May 1, 2025 | 1:30 PM



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# We Celebrated National Apprenticeship Day!





# West Valley Apprenticeship Fair

**Pending**

Job Seekers

**15**

Registered Apprenticeship Programs

**Pending**

Scheduled Interviews



MARICOPA COUNTY

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SURPRISE REGIONAL LIBRARY

## Registered Apprenticeship Fair

When	Where
April 30, 2025 1:30 PM – 4 PM	16089 N. Bullard Avenue Surprise, AZ 85374

# East Valley Apprenticeship Fair

61

Job Seekers

15

Registered Apprenticeship Programs

25

Scheduled Interviews



## Registered Apprenticeship Fair



Interested in learning new skills? Join us for information about Apprenticeship programs, career pathways, and job openings in leading in-demand industries!

### WHEN & WHERE

November 21, 2024  
10:00 AM-12:00 PM

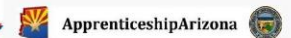
Maricopa County Human Services  
East Valley Campus  
1001 W. Southern Ave., Suite 101  
Mesa, AZ 85210

### INDUSTRIES

Construction  
Manufacturing  
Transportation  
Healthcare  
And More!

### CONTACT

Jessica Diaz  
[Jessica.Diaz@maricopa.gov](mailto:Jessica.Diaz@maricopa.gov)  
480-312-0062



Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. 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, dislocated workers, and youth. WIOA establishes a priority requirement for the use of funds for Adult Individualized career and training services. Under WIOA, priority is given to public assistance recipients (TANF, SNAP, SSI), low-income individuals, or individuals who are basic skills deficient for Adult Individualized career and training services. Veterans and eligible spouses in these groups receive top priority. The Title I Adult, Dislocated Worker, and Youth programs are 100% funded by the Department of Labor in the amount of \$13,500,041.

*National*

**APPRENTICESHIP WEEK**

April 30, 2025

April 26-May 2, 2026

April 25-May 1, 2027

April 23-April 29, 2028



# Apprenticeship Partners

ARIZONA  WORK™

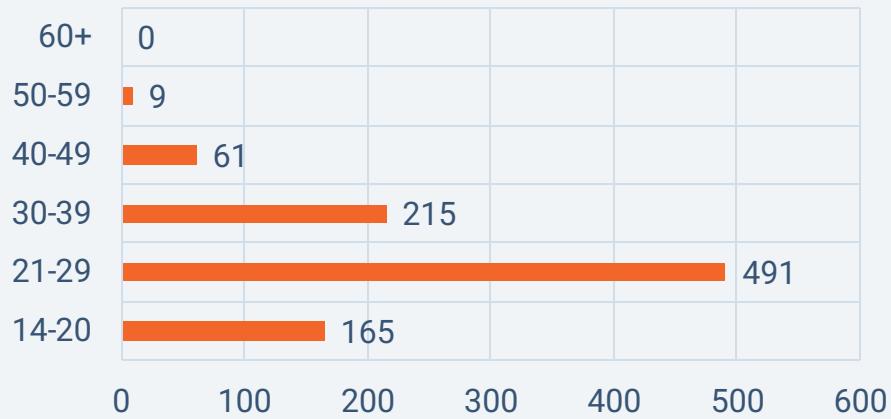
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# Our RAP Participants

## 2024 DEMOGRAPHICS

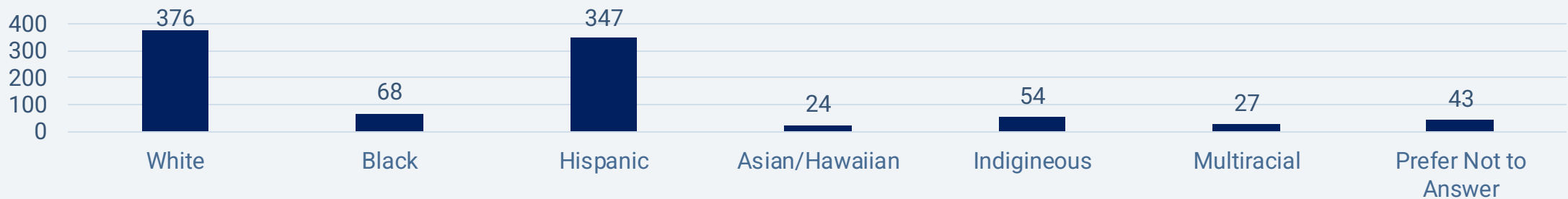
### Age



### Gender



### Race



# Apprenticeship by the Numbers

**\$12.5M**

ARPA Investment  
(Nov 2022-2026)

**7**

WDD Apprenticeship  
Team Members

**17**

RAP Partnerships  
FY25

**414**

Active Apprentices

**1701**

Total Apprentices  
Served

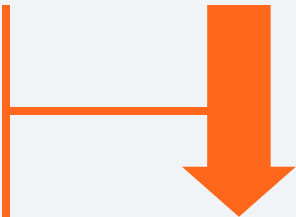
**42.06%** Long Term

Projected Growth through  
2030 (*Average*)

# Apprenticeship Supply/Demand

## Funding

- Decreased Allocations
- ARPA Funding Expiration
- Increased Program Costs



## Programs

- Popularity
- More Programs
- Increased Enrollments based on Demand



# Apprenticeship Summit

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# Arizona Apprenticeship Milestones



## ARIZONA TEACHER REGISTERED APPRENTICESHIP PROGRAM



## Arizona's First Early Childhood Educator Apprenticeship Program Provides Participants with Opportunity, Lifelong Child Care Career Certification



Apprentices with the Arizona Early Childhood Educator Apprenticeship Pathway program attend an Apprenticeship Learning Institute event at Central Arizona College's Corbett Center on October 21, 2023.



You and 149 others 10 reposts



# Arizona Apprenticeship Summit





# Apprenticeship Toolkit

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# Goal: to help employers & training providers establish apprenticeship programs in Maricopa County

[Maricopa.gov/ApprenticeshipToolkit](https://maricopa.gov/ApprenticeshipToolkit)

## Toolkit Sections

- [Understanding Apprenticeships](#)
- [Essential Components of an Apprenticeship Program](#)
- [Developing a Registered Apprenticeship in Maricopa County](#)
- [Resources: Training Provider, Employer, Sponsor, and Program Funding](#)
- [Apprenticeship in Practice](#)
- [Apprenticeship Contacts](#)



# Apprenticeship Funding Discussion

ARIZONA @ WORK™  
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**Thank you!**

Katelyn.harrislange@maricopa.gov

**let's  
connect**  
ON SOCIAL MEDIA



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**Thank You**