



Innovative Workforce Solutions

**WORKFORCE ARIZONA COUNCIL
Q3 2025 Full Council Meeting Minutes**

Thursday, September 18th, 2025 | 2:00 pm – 4:00 pm

Hybrid Meeting

In-Person Location: 1700 W Washington Street Phoenix, AZ 2nd Floor Conference Room

Zoom:

<https://us02web.zoom.us/j/89868719530?pwd=rbPoyZchFVeHY8ceM6FDvV2uOIXRA2.1>

Meeting ID: 898 6871 9530

Passcode: 284748

<p><u>Council Members Present:</u> Alexander Horvath, Tucson Medical Center Alisa Wrenn Freeport-McMoRan Beverly Wilson, AZ Dept of Education, Title II Bill Ruiz, Western States Regional Council of Carpenters Chet Samuelson, BOK Financial Debra Margraf, NECA Dennis Anthony, Arizona Public Services Ian O’Grady, Policy Advisor, Governor Hobbs Jackie Elliott, Central Arizona College Jeffrey McClure, Supervisor, Pinal County Jenna Rowell, Local First Arizona John Walters, Vice Chair, Comparion Insurance Agency Karla Moran, Salt River Project Kristen Mackey, Dept of Economic Services, Title IV Mark Gaspers, Chairman, Boeing Michael Wisehart, Dept of Economic Security, Titles I & III Michelle Bolton, Second Vice-Chair, Tenet Healthcare Regina Romero, Mayor, City of Tucson Rose Castanares, TSMC Scott Holman, Amkor Technology Shawn Hutchinson, Phoenix Electrical Skylie Estep, South32 Thomas Winkel, Arizona Coalition for Military Families Zenji Reynolds, Southwest Shoulder Elbow and Hand Center</p>	<p><u>Council Members Absent:</u> Daniel Witt, Lucid Danny Seiden, AZ Chamber of Commerce & Industry Jim Corning, Novakinetics Aerosystems Josh DeSpain, IBEW Local 570 Justin Wilmeth, Arizona House of Representatives Sandra Watson, Arizona Commerce Authority</p>
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1. Call to Order

Chairman Gaspers welcomes all members of the Workforce Arizona Council and the public to the Q3 2025 Full Council meeting. The meeting is called to order at 2:02pm.

2. Roll Call

Giselle Retana, Workforce Arizona Council Administrative Coordinator conducted roll call, a quorum was present.

3. Call to Public

Chairman Gaspers opens the call to the public. No one spoke.

4. Welcome: New Council Members and Staff, Chair Mark Gaspers

a. New Council Members:

- i. Chet Samuelson, BOK Financial
- ii. Scott Holman, Amkor Technology Arizona, Inc

- iii. Skylie Estep, South32
- iv. Zenji Reynolds, Southwest Shoulder Elbow and Hand Center
- b. New Staff:
 - i. Mary Foote, OEO Director
 - ii. Amie Dorman, Sector Workforce Strategies and Grants Administrator
 - iii. Patrick Brown, Workforce Council Administrator

Chairman Gaspers took a moment to welcome new members to the Full Committee as well as new staff, with each member providing a short introduction about themselves.

5. Success Story

Chairman Gaspers shared a success story through BuildItAZ which focuses on apprenticeships. ([Video: Full Success Story](#))

6. Consent Agenda

- a. Approval of minutes from May 29th, 2025 Full Council meeting
- b. 2025 LDWB Recertifications
- c. 2026 Executive Committee & Full Council Meeting Dates

MOTION: Chair Gaspers called for a motion to approve the Consent Agenda. Alex Horvath made a motion; Jackie Elliot seconded the motion.

ALL IN FAVOR: Alexander Horvath, Alisa Wren, Beverly Wilson, Bill Ruiz, Chet Samuelson, Debra Margraf, Dennis Anthony, Ian O’Grady, Jackie Elliott, Jeffrey McClure, Jenna Rowell, John Walters, Karla Moran, Kristen Mackey, Mark Gaspers, Michael Wisheart, Michelle Bolton, Regina Romero, Rose Castanares, Scott Holman, Shawn Hutchinson, Skylie Estep, Thomas Winkel, Zenji Reynolds

OPPOSED: None

ABSTAINED: None

MOTION PASSES

7. Governor’s Workforce Cabinet Update

The Governor’s Executive Order launched Talent Ready AZ and the Workforce Cabinet nearly a year ago to align Arizona’s education and workforce initiatives under one umbrella. With participation from 18 state agencies, the Cabinet focuses on coordinating resources to meet high-demand, high-growth industry needs and support targeted populations. Key goals include creating 400,000 new jobs by 2030, expanding apprenticeships, strengthening healthcare and cybersecurity pipelines, improving childcare access, and supporting veterans, reentry populations, and individuals with disabilities. Progress includes new accelerators with community colleges, expanded apprenticeships, a statewide data dashboard, and recognition of Arizona’s model approach nationally.

Following the presentation, the Council discussion emphasized the importance of coordination between state agencies, local workforce boards, and executive directors to ensure alignment of priorities, effective use of funding, and responsiveness to employer and community needs. Participants noted that cross-agency collaboration, strengthened by the Workforce Cabinet, helps prevent siloed efforts and supports the development of more comprehensive workforce programs. Chairman Gaspers highlighted the ongoing complexity of federal and regional grant structures, stressing the need for a unified “Arizona team” approach and open communication between businesses, the Governor’s Office, and workforce partners. Specific challenges were raised around healthcare workforce shortages, particularly in rural areas, where training pipelines don’t always align with local demand. Ian O’Grady underscored that healthcare remains one of the most difficult sectors due to its diverse occupations and geographic needs, making partnerships with community colleges, universities, and local organizations critical. The group agreed that improving outreach, communication, and synthesis of existing efforts is key to better connect job seekers with training and employment opportunities.

8. OEO Updates

a. OEO Strategic Plan Update

Mary Foote, OEO Director provided updates on the agency's strategic plan. The presentation provided an overview of the Office of Economic Opportunity's first strategic plan, covering June 2025 to June 2029, which will guide the agency's work over the next five years. Key areas of focus include workforce development, access to capital, and economic data analysis. Wins to date include the Build It AZ apprenticeship program, which has expanded construction and trades apprenticeships, and the Micro-Business Program, which distributed \$5 million through nonprofit and community lenders to support businesses with five or fewer employees. Additionally, the Greater Arizona Development Authority issued its first infrastructure loan in 13 years, financing critical projects like the town of Superior's bridge. Upcoming initiatives emphasize growing industry-recognized and stackable credentials, expanding financial support for childcare-related micro-businesses, increasing participation in high-impact training programs from 21% to 31%, and enhancing access to low-interest loans for cities, towns, tribal entities, and environmental infrastructure projects. The plan underscores collaboration with partners to leverage data, technical assistance, and resources to strengthen Arizona's workforce and economic ecosystem.

b. Labor Market Update - OEO Labor Market Info Team

Doug Walls, Director of Labor Market Information, addressed the updated labor market data information. The discussion showcased Arizona's current labor market, highlighting continued job growth across most industries and metro areas, with healthcare driving the majority of gains. The labor force has increased for eight consecutive months, up over 50,000 year-over-year, demonstrating optimism among job seekers, while the unemployment rate remains historically low at 4.1%, below the national rate. Initial unemployment claims have remained relatively flat over the past three years, even as the labor force grew by 250,000, indicating strong absorption of workers. Job openings, however, have recently declined to 4.5%, potentially signaling slower hiring moving forward. Industry analysis shows healthcare dominating employment growth due to population increases and demand for services, while government education jobs experienced losses, particularly at public universities. Overall, non-farm employment is up 1.2%, with five of seven metro areas showing year-over-year gains, although some regions, like Prescott Valley, saw declines in trade, transportation, utilities, and manufacturing.

c. BuildItAZ Apprenticeship Program Outreach Campaign Update - Gina Flores, Dep. Dir.

Gina Flores, OEO Deputy Director, presented on the BuildItAZ Apprenticeship Program Outreach Campaign. The presentation highlighted Arizona's efforts to double the number of apprentices through the Build It AZ initiative, focusing on funding, awareness, and outreach. To date, 12 grants have been awarded to nine registered apprenticeship programs, with additional funding rounds underway, including \$2 million for expansion and \$1 million in October for new programs. A major component of the effort is a statewide awareness campaign, beginning with public relations and moving into paid advertising across platforms like Google and Spotify, supported by a newly launched website (builditarizona.com). The campaign emphasizes the benefits of apprenticeships—"being paid to learn beats paying to learn"—while sharing personal apprentice stories to shift perceptions of construction careers. With growing interest, Department of Economic Security (DES) and program partners are working on systems to connect prospective apprentices to opportunities, ensuring no leads are lost. Next steps include expanding outreach, refining triage processes, and hosting a construction workforce town hall on October 30th.

9. State Plan Modification Update, Patrick Brown, Janice Garza and Deseret Romero

Janice Garza, Workforce Policy Manager, provided an overview of the required elements and operational components. Patrick Brown and Deseret Romero outlined the proposed strategy, including forming a core partner interagency work group in October 2025 and targeting draft completion by February 2026. The team discussed initial areas for modification, such as data-driven evaluation and workforce accessibility, and presented a detailed timeline for the modification process, including phases for data collection, stakeholder engagement, drafting, and final submission to United States Department of Labor (USDOL), acknowledging dates in the timeline are very close and subject to change based on guidance.

During the presentation, discussions centered on concerns about moving forward without clear federal guidance, particularly regarding delays in the TEGL and shifting oversight to USDOL. Council Member Beverly Wilson raised worries about Title II funding being withheld despite appropriation, leaving grantees unpaid and risking wasted effort if requirements change later. Anna Hunter shared that Region 6 leadership acknowledged these issues and confirmed many states voiced the same concerns, noting potential duplication of work while awaiting direction. Patrick Brown emphasized the need to at least prepare by convening agencies, and Chairman Mark Gaspers stressed balancing preparation with advocacy, thanking DES for raising concerns while committing Arizona's workforce partners to remain coordinated and adaptable as guidance evolves.

10. Workgroup Updates, Janice Garza

Janice Garza, Workforce Policy Manager, announced the upcoming workgroup meetings in October for the Continuous Improvement and Training Effectiveness Workgroups. The Continuous Improvement workgroup will be expanding to discuss federal policy changes and allow for a consistent message to be provided around federal changes. We are looking at meeting schedules for the workgroups and reviewing membership needs for Q1 and Q2, with plans to provide a 2024-2025 recap of workgroup successes.

11. DES Agency Updates, Anna Hunter

Anna Hunter, DES Assistant Director shared the following updates:

a. WIOA & Federal Funding

For federal funding, DES received the estimation from DOL and the TEGL issued in May, including the receipt of notices of award (NOA) for all WIOA programs DES is financially responsible for and the posting of local area allocations on the DES website based on the Workforce Arizona Council's vote in quarter one regarding how those allocations would be issued to the local areas.

		PY25/FY26							
	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Begin Date	4/1/2025	7/1/2025	7/1/2025	10/1/2025	10/1/2025	7/1/2025	10/1/2025		
End Date	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027		
Final Report Due	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027		
Navajo County - NEAZ	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$30,703	\$5,779	\$3,604	\$23,915	\$13,281			\$77,282	
Prog	\$276,330	\$52,008	\$32,436	\$215,230	\$119,524	\$41,836	\$154,161	\$891,525	
Total	\$307,033	\$57,787	\$36,040	\$239,145	\$132,805	\$41,836	\$154,161	\$968,807	
Cochise County - SEAZ	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$33,705	\$7,002	\$11,785	\$28,977	\$43,429			\$124,898	
Prog	\$303,349	\$63,019	\$106,069	\$260,795	\$390,857	\$41,836	\$154,161	\$1,320,086	
Total	\$337,054	\$70,021	\$117,854	\$289,772	\$434,286	\$41,836	\$154,161	\$1,444,984	
Cocconino County	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$41,611	\$4,552	\$4,469	\$18,837	\$16,469			\$85,938	
Prog	\$374,500	\$40,966	\$40,223	\$169,531	\$148,218	\$41,836	\$154,161	\$969,435	
Total	\$416,111	\$45,518	\$44,692	\$188,368	\$164,687	\$41,836	\$154,161	\$1,055,373	
Maricopa County	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$375,124	\$68,760	\$107,680	\$284,557	\$396,798			\$1,232,919	
Prog	\$3,376,116	\$618,847	\$969,130	\$2,561,015	\$3,571,185	\$41,836	\$154,161	\$11,292,290	
Total	\$3,751,240	\$687,607	\$1,076,810	\$2,845,572	\$3,967,983	\$41,836	\$154,161	\$12,525,209	
Mohave County - MoP	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$48,447	\$11,248	\$8,659	\$46,547	\$31,909			\$146,810	
Prog	\$436,026	\$101,230	\$77,934	\$418,925	\$287,181	\$41,836	\$154,161	\$1,517,293	
Total	\$484,473	\$112,478	\$86,593	\$465,472	\$319,090	\$41,836	\$154,161	\$1,664,103	
City of Phoenix	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$276,111	\$50,856	\$66,716	\$210,460	\$245,843			\$949,986	
Prog	\$2,484,997	\$457,703	\$600,440	\$1,894,140	\$2,212,588	\$41,836	\$154,161	\$7,845,865	
Total	\$2,761,108	\$508,559	\$667,156	\$2,104,600	\$2,458,431	\$41,836	\$154,161	\$8,695,851	

		PY25/FY26							
	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Begin Date	4/1/2025	7/1/2025	7/1/2025	10/1/2025	10/1/2025	7/1/2025	10/1/2025		
End Date	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027	6/30/2027		
Final Report Due	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027	8/15/2027		
Pima County	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$211,371	\$37,396	\$41,955	\$154,768	\$154,603			\$600,083	
Prog	\$1,902,337	\$336,564	\$377,599	\$1,392,825	\$1,391,431	\$41,836	\$154,161	\$5,696,793	
Total	\$2,113,708	\$373,960	\$419,554	\$1,547,593	\$1,546,034	\$41,836	\$154,161	\$6,196,876	
Final County	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$63,648	\$15,237	\$15,038	\$63,054	\$65,413			\$212,390	
Prog	\$572,829	\$137,128	\$135,338	\$567,486	\$498,712	\$41,836	\$154,161	\$2,107,490	
Total	\$636,477	\$152,365	\$150,376	\$630,540	\$564,125	\$41,836	\$154,161	\$2,319,880	
Santa Cruz County	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$34,440	\$5,684	\$3,929	\$23,523	\$14,476			\$82,052	
Prog	\$309,964	\$51,156	\$35,356	\$211,703	\$130,287	\$41,836	\$154,161	\$934,463	
Total	\$344,404	\$56,840	\$39,285	\$235,226	\$144,763	\$41,836	\$154,161	\$1,016,515	
OEO - AZ Tribal Workf	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$123,076	\$22,648	\$13,425	\$99,726	\$49,470			\$302,345	
Prog	\$1,107,683	\$203,833	\$120,824	\$843,532	\$445,231	\$41,836	\$154,161	\$2,917,100	
Total	\$1,230,759	\$226,481	\$134,249	\$943,258	\$544,701	\$41,836	\$154,161	\$3,219,445	
Yavapai County - Yav	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$35,909	\$8,015	\$7,655	\$33,170	\$28,209			\$112,958	
Prog	\$323,166	\$72,138	\$68,898	\$298,532	\$253,883	\$41,836	\$154,161	\$1,212,614	
Total	\$359,075	\$80,153	\$76,553	\$331,702	\$282,092	\$41,836	\$154,161	\$1,325,572	
Yuma County - YPIC	PY Yr	PYAD	PYDW	FYAD	FYDW	PYRR	FYRR	Total	
Admin	\$386,384	\$68,897	\$34,095	\$285,119	\$125,638			\$900,133	
Prog	\$3,477,458	\$620,070	\$306,854	\$2,566,074	\$1,130,739	\$41,836	\$154,161	\$8,297,192	
Total	\$3,863,842	\$688,967	\$340,949	\$2,851,193	\$1,256,377	\$41,836	\$154,161	\$9,197,325	

Additionally, she reported that the Senate Appropriation Committee passed a budget with WIOA funding at or slightly below levels from the previous fiscal year, without consolidating programs into a block grant or implementing a 23% cut. On the other hand, she shared that the House Appropriation Committee passed a budget reducing the funding level for WIOA programs and consolidated many of them and eliminated several.

b. Rapid Response

Gave a brief update on rapid response regarding the Arizona Rapid Response Layoff Dashboard which contains information regarding WARNs and non-WARNs. Additionally, discussed the progress of rapid response, specifically an update on rapid response vehicles, noting that they are now in the possession of DES and working to have them prepared for piloting in early 2026. She highlighted the importance of the technology inside the vehicles, which will include cellular, internet, and Starlink capabilities to ensure access in rural areas to launch by November 2026.

c. Recapture

Provided preliminary projections for PY23/FY24 based on the known expenditures from the local areas. Reminded the Council that the local workforce development areas are able to expend funds through June 30th. They had until August 15th to provide final reports to DES and that they will have a finalized number by October 1st.

d. TEGL 2-25

The USDOL issued the TEGL 02-25, announcing the Industry-Driven Skills Training Fund Grant Program. DES, on behalf of Arizona, applied for a \$5 million grant focused on advanced manufacturing in Maricopa County, City of Phoenix, and Pinal County. If awarded, 90% of funds must reimburse employers for training costs, making this a strongly industry-driven opportunity. Arizona's application was informed by OEO data showing the need to expand skill-building in advanced manufacturing. While 44 states applied and competition is high, DOL expects to award only 5–10 grants, and Arizona is awaiting notification.

e. System Modernization

DES has completed two major modernization projects:

- Vocational Rehabilitation (INFORMED System): After a 3-year project, DES launched a new case management system on July 1, migrating 31,000 cases. Staff have been using the system for over two months, and while some defects—mainly in reporting—are being addressed with the vendor, the system is already improving services for vocational rehabilitation counselors and clients.
- Unemployment Insurance (CACTUS System): On September 7, 2025, DES went live with the new CAPTUS system, replacing 22 outdated systems, including a 37-year-old mainframe. CAPTUS enables claimants to access a self-service portal, track claims, and receive faster payments. Despite expected implementation challenges, the system processed continued claims immediately, with payments issued by September 8.

f. DES Strategic Plan

DES highlighted its new strategic plan, which spans 60+ state and federal programs. A major focus is Objective 4: Workforce, committing that by June 2030, DES will increase employment outcomes by 30% through its workforce programs (e.g., SNAP E&T, TANF Jobs, Employment Services, SCSEP, Vocational Rehabilitation, Unemployment Insurance re-employment). This year's priority is the Reentry 2030 initiative, aimed at improving outcomes for justice-involved individuals. DES will track measurable outcomes for both overall workforce programs and specifically for reentry, with an emphasis on sharing improvements and successes across programs.

12. PY24/FY25 WIOA Performance Measures

- a. Title IB and Title III, Matt Smith, Strategic Operations Manager
Matthew Smith, Strategic Operations Manager with DES shared that the preliminary PY24 WIOA performance report for Titles I (Adult, Dislocated Worker, Youth) and III (Wagner-Peyser) show performance levels largely steady compared to PY23, with slight gains in employment placement but small declines in earnings, particularly in Adult and Dislocated Worker programs. Measurable skill gains improved across all Title I programs, despite a reporting typo in PY23 figures that will be corrected in published materials. For Wagner-Peyser, second-quarter employment and earnings improved, though the fourth-quarter rate dipped slightly. Importantly, PY24 is the first year Title I programs will be assessed for the overall state program score, which requires a 90% threshold—current unadjusted scores are at or above 100%, a strong sign ahead of federal statistical adjustments in early 2026. Overall, results indicate stable performance and positive progress, with kudos to local and state staff for their efforts.
- b. Title II, Beverly Wilson, Deputy Associate Superintendent of Adult Education and High School Equivalency Services
Beverly Wilson, Deputy Associate Superintendent of Adult Education and High School Equivalency Services and Council Member, presentation highlighted how Adult Education (Title II) under WIOA is often the least understood core program, yet it plays a critical role in helping adults earn high school equivalency diplomas, improve skills, and enter jobs or training. Nationally, Title II serves nearly 1.3 million learners, while Arizona served just over 15,000 in PY24 through a diverse network of 21 providers including colleges, LEAs, probation, and community organizations—necessary given the state’s rural geography. Although this is only a fraction of the nearly 1 million adults needing services, participation is steadily increasing. Arizona’s measurable skill gains (MSGs) are slightly above the national average at ~48%, reflecting two-and-a-half grade-level improvements per learner. Employment outcomes show Arizona meeting or exceeding national averages in the second quarter after exit, with participants experiencing about an \$8,000 annual earnings increase—though tracking remains challenging in later quarters due to high mobility. Each year, about 4,400 diplomas are awarded, meaning 1 in 6 statewide high school equivalency diplomas come through Adult Education. The presentation underscored both the strong impact of these programs and the vulnerability of the system if federal funding were reduced.

After the presentation, the Council discussion focused on Arizona’s lower participation in Adult Education programs compared to national levels, with about 15,000 learners served versus an expected 26,000 if proportional to population. Leaders questioned why Arizona falls short, and the response emphasized chronic underfunding as the key factor: the state spends only about \$1,300 per student, state funding has been flat for 25 years, and 75% of Arizona’s budget comes from federal sources, unlike states such as California that invest heavily in additional state dollars. It was noted that the loss of federal Title II funding would be devastating for Arizona. A clarifying question highlighted that while Adult Education provides about 1 in 6 high school equivalency diplomas, the majority come through traditional K-12 and charter schools. The exchange underscored both the critical role of Adult Education in Arizona and the urgent need for greater, sustained investment to meet demand.

- c. Title IV, Kristen Mackey, Administrator for the Rehabilitation Services Administration
Kristen Mackey, Administrator for the Rehabilitation Services Administration (RSA) and Council Member shared updates for Title IV. The presentation reviewed performance data from PY23 to PY24, noting some dips due to challenges with the old reporting system, which led to extensive data scrubbing and consultation with federal partners to ensure accuracy

moving forward. Confidence is high in the PY24 data, and improvements are expected with the new system for PY25. A key highlight was the increase in median earnings for individuals with disabilities, reflecting efforts to dispel fears about losing benefits when transitioning to full-time employment. Tools such as ABLE accounts and the Disability Benefits 101 calculator were emphasized as resources to help individuals understand the impact of wages on public benefits. While some performance numbers were slightly lower than desired, adjusted scores kept the program within 95% of its overall target, and improvements in fourth-quarter employment outcomes suggest stronger long-term connections and support systems.

13. Adjournment

Chairman Mark Gaspers opened up the adjourning closing remarks to the new Council Members to hear about what is occurring in their industries. The discussion focused on major workforce and economic challenges across industries in Arizona. South32 highlighted its \$2.16 billion Hermosa project in Santa Cruz County, emphasizing its commitment to an 80% local workforce and partnerships with community colleges to create career pipelines, including fully sponsored skilled trades programs. Healthcare leaders described persistent struggles in recruiting physicians, nurses, and other professionals, worsened by declining reimbursements and early retirements. Semiconductor representatives raised concerns about building a skilled technician pipeline to meet massive hiring needs, stressing the urgency of statewide awareness and coordinated efforts beyond Maricopa County. Finally, the finance sector noted thin talent pools across diverse roles, emphasizing the need for stronger cross-industry partnerships to address shortages. Collectively, participants underscored workforce availability as a top barrier to Arizona's future growth, rivaling other infrastructure concerns like water and energy.

MOTION: Chair Gaspers called for a motion to adjourn the meeting. Chet Samuelson made a motion; Zenji Reynolds seconded the motion. The meeting was adjourned at 4:03 pm.

ALL IN FAVOR: Alexander Horvath, Beverly Wilson, Bill Ruiz, Chet Samuelson, Ian O'Grady, Jackie Elliott, Jeffrey McClure, Jenna Rowell, John Walters, Karla Moran, Kristen Mackey, Mark Gaspers, Michael Wisheart, Michelle Bolton, Scott Holman, Skylic Estep, Thomas Winkel, Zenji Reynolds

OPPOSED: None

ABSTAINED: None

MOTION PASSES

Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council and to the general public that the Council will hold a meeting open to the public, on Thursday, September 18th, 2025 at 2:00-4:00pm. via Zoom and/or in-person.

Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Council members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 1400 W Washington St., Phoenix, AZ 85007

Under A.R.S. § 38-431.03(A)(3), the Council may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda.

At its discretion, the Council may consider and act upon any agenda item out of order. Members of the Council may appear by telephone.