



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, September 11, 2025 – 9:30 a.m. - 10:30 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.

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2. Roll Call.

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3. Welcome, Chair Opening Remarks. (5 minutes)

Committee Goals

- Explore and develop new ways to connect youth to careers, especially those that align to the Board's strategic focus industries.
- Investigate the creation of youth career pathways to apprenticeships.
- Continue to explore new ways of educating the major stakeholders, decision-makers, and policymakers in the in-demand career opportunities.
- Research innovative methods of connecting the business community to our youth, leveraging efforts from the Employer Connection Committee when possible.

Meeting Objectives

- Learn about and discuss a new approach to high school curriculum offerings that aim at preparing students for future careers.
- Learn about new developments at ElevateEdAZ.
- To understand the current programs and activities from our Youth Services Team.

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4. Consent Agenda. (5 minutes)

*For Possible Action.*

The Youth Committee will consider and vote on the items on the consent agenda. The 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 an item from the consent agenda.

- a. Meeting Minutes: May 1, 2025\*

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5. Information/Discussion Only.

- a. H5-Coalition to Redesign High Schools Presentation (15 minutes)

*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.*

- b. ElevateEdAZ Presentation (15 minutes)
- c. MCWDB Youth Success Story\* (5 minutes)
- d. Youth Workforce Services Update\* (10 minutes)

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6. Call to the Public.

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7. Adjourn.

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**NEXT REGULAR YOUTH COMMITTEE MEETING: November 6, 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 YOUTH COMMITTEE

Thursday, May 1, 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, Marie Raymond, Robert Garcia, Liz Valdez, Barbara Coakley, Jessica Putton, John Dvorak

**Members Absent:** Che Collins, Brittany Holmes, Meredith Critchfield, Jessica Rivera-Garcia, Justin Oviatt, Anna Yap

**Call to Order.**

Chair Anne Landers called the meeting to order at 1:31 pm and requested roll call.

**Roll Call.**

MCWDB Executive Assistant, Amy Tidwell, called roll. A quorum was not present at that time. However, at 2:21pm, a member joined, and a quorum was met.

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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.**

**Meeting Minutes:** November 7, 2024  
March 6, 2025

**MOTION:**

Motion: Robert Garcia

Second: Liz Valdez

All in favor vote held:

In favor: all

Opposed:

Abstained:

Motion passed.

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## **Information/Discussion Only.**

### **MCWDB Youth Success Story**

Workforce Development Division Career Advisor, Rebekah Keizer presented a success story.

### **Arizona Coalition for Career Readiness (ACCR)**

Katherina Adams from Pipeline Connects gave a presentation. Below are the highlights:

- Why was the coalition started?
  - 75% of high school graduates say they were moderately or not at all prepared to make college or career decisions after graduation
  - The percentage of adults aged 18-29 who view college as “very important” dropped from 74% to 41% in just six years.
- ACCR brings together leaders and stakeholders to advance Arizonans’ quality of life with career development opportunities to help meet the workforce goals.
  - Equitable access to career exploration across all of Arizona
  - One technology solution
  - A feedback loop between industry and education
- ACCR’s goals are guided by Achieve60AZ, an initiative that aims to help 60% of Arizona adults attain a postsecondary degree or credential by 2030
- ACCR aims to:
  - Help students plan their careers earlier and with intention to reach better outcomes
  - Support learners, connect businesses to educators and connect job seekers to careers by making career exploration access more equitable through Pipeline AZ
  - Make career exploration and development more coordinated and more meaningful for all
- ACCR supports the career journey:
  - Awareness
  - Exploration
  - Development
  - Readiness
  - Career

### **East Valley Institute of Technology - EVIT**

Lindsey Gregor, Apprenticeship Project Manager with EVIT shared EVIT’s new programming options and update on the DOL Apprenticeship Grant. Below are some highlights from the presentation:

- American Building America Grant
    - Received \$6 million in June 2024 from the US Dept of Labor
    - EVIT is an Apprenticeship Hub serving the state
    - 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
    - Expand, diversify, and strengthen the Registered Apprenticeship system through support in the public/private sector
  - Apprenticeships currently available:
    - Airframe Mechanics
    - Electrical
    - HVAC
    - Plumbing
-

- Welding

## **Apprenticeship Update**

Katelyn Harris Lange from MCWDB gave an update on Registered Apprenticeships:

- East Valley Apprenticeship Fair, November 2024:
  - 61 job seekers
  - 15 Registered Apprenticeship Programs
  - 25 Scheduled Interviews
- West Valley Apprenticeship Fair, April 2025:
  - 180 job seekers
  - 13 Registered Apprenticeship Programs
  - Pending scheduled interviews
- Apprenticeship by the Numbers:
  - \$12.5M ARPA investment (Nov 2022-2026)
  - 414 active apprentices
  - 7 WDD apprenticeship team members
  - 1701 total apprentices served
  - 17 RAP partnerships FY25
  - 42.06% projected growth through 2030 (average)
- Reviewed Apprenticeship Toolkit
  - To help employers and training providers establish apprenticeship programs in Maricopa County
- Apprenticeship Funding:
  - Preparing for reduced allocations through creativity and innovation

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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.**

The MCWDB Youth Committee meeting adjourned at 2:21pm.

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# Information/Discussion Only.

## H5-Coalition to Redesign High Schools Presentation



**Information/Discussion Only.**

**ElevateEdAZ Presentation**



**INSPIRE AND**

**EDUCATE**

**TOMORROW'S**

**WORKFORCE**

 **ELEVATE  
EDAZ**



## Developing a Stronger Workforce in Arizona Communities

- Advancing education & workforce
- Providing resources & opportunities
- Creating partnerships & collaborations
- Four Pillars:
  1. Workforce, 2. Education, 3. Wellness, 4. Research



**Table 5: Top 15 High School CTE Programs**

| Statewide CTE Program              | 2020 Rank | Student TSA Registration | TSA % Passed | Average TSA Score | Median Annual Wage | 2019 Jobs |
|------------------------------------|-----------|--------------------------|--------------|-------------------|--------------------|-----------|
| Culinary Arts                      | 29        | 4,249                    | 86%          | 71%               | \$25,074           | 85,465    |
| Sports Medicine and Rehabilitation | 21        | 2,228                    | 85%          | 73%               | \$43,021           | 511       |
| Film and TV Production             | 50        | 1,866                    | 94%          | 66%               | \$47,500           | 729       |
| Digital Photography                | 51        | 1,851                    | 85%          | 65%               | \$42,430           | 1,231     |
| Early Childhood Education          | 30        | 1,417                    | 90%          | 74%               | \$33,080           | 6,571     |
| Graphic Design                     | 47        | 1,368                    | 71%          | 60%               | \$42,828           | 167       |
| Marketing                          | 26        | 1,282                    | 82%          | 64%               | \$80,651           | 25,538    |
| AgriScience*                       | 24        | 1,163                    | 79%          |                   | \$68,248           | 302       |
| Software and App Design            | 27        | 1,110                    | 78%          | 65%               | \$63,061           | 2,374     |
| Law and Public Safety              | 2         | 1,033                    | 70%          | 55%               | \$48,329           | 9,784     |
| Engineering**                      | *         | 1,021                    | 91%          | 74%               | \$58,683           | 9,424     |
| Nursing Services                   | 17        | 1,016                    | 98%          | 79%               | \$56,094           | 4,894     |
| Welding Technologies               | 15        | 961                      | 57%          | 53%               | \$39,440           | 4,357     |

## Origin Story:

# Opportunity for Stronger Alignment between Student Program Enrollment and Workforce Needs

Of the 15 highest-enrollment programs, only 2 rank in Arizona's top 10 for high-wage, high-demand careers.



## Mission

ElevateEdAZ partners with education, business and community to prepare Arizona students for college and career in leading industries.

## Providing Students with Quality Pathways to High-wage, High-demand Careers

- Strong focus on continuing education
- Career awareness & exploration
- Internships and job shadows
- Fast track to employment opportunities





## Goals

Strengthening the alignment between education, business, and the community to increase the number of...

**Students pursuing high-wage, high-demand careers**



**Students earning early college credit and industry-recognized credentials**



**Students completing internships and job shadows**



**Educators participating in externships to teach students relevant workplace skills**



# Annual Metrics



## Goal 1

10% increase in the number of students enrolling in and completing high-wage, high-demand pathways



## Goal 2

Increase attainment of industry-recognized credentials and early postsecondary credit

- Increase credential attainment by 20% annually
- Increase the number of students completing dual enrollment by 10% annually



## Goal 3

Provide more students with opportunities to apply academics through work-based learning

- 20 internships per school
- 60 students participating in job shadows per school
- 1,000+ students impacted by career awareness opportunities per school



## Goal 4

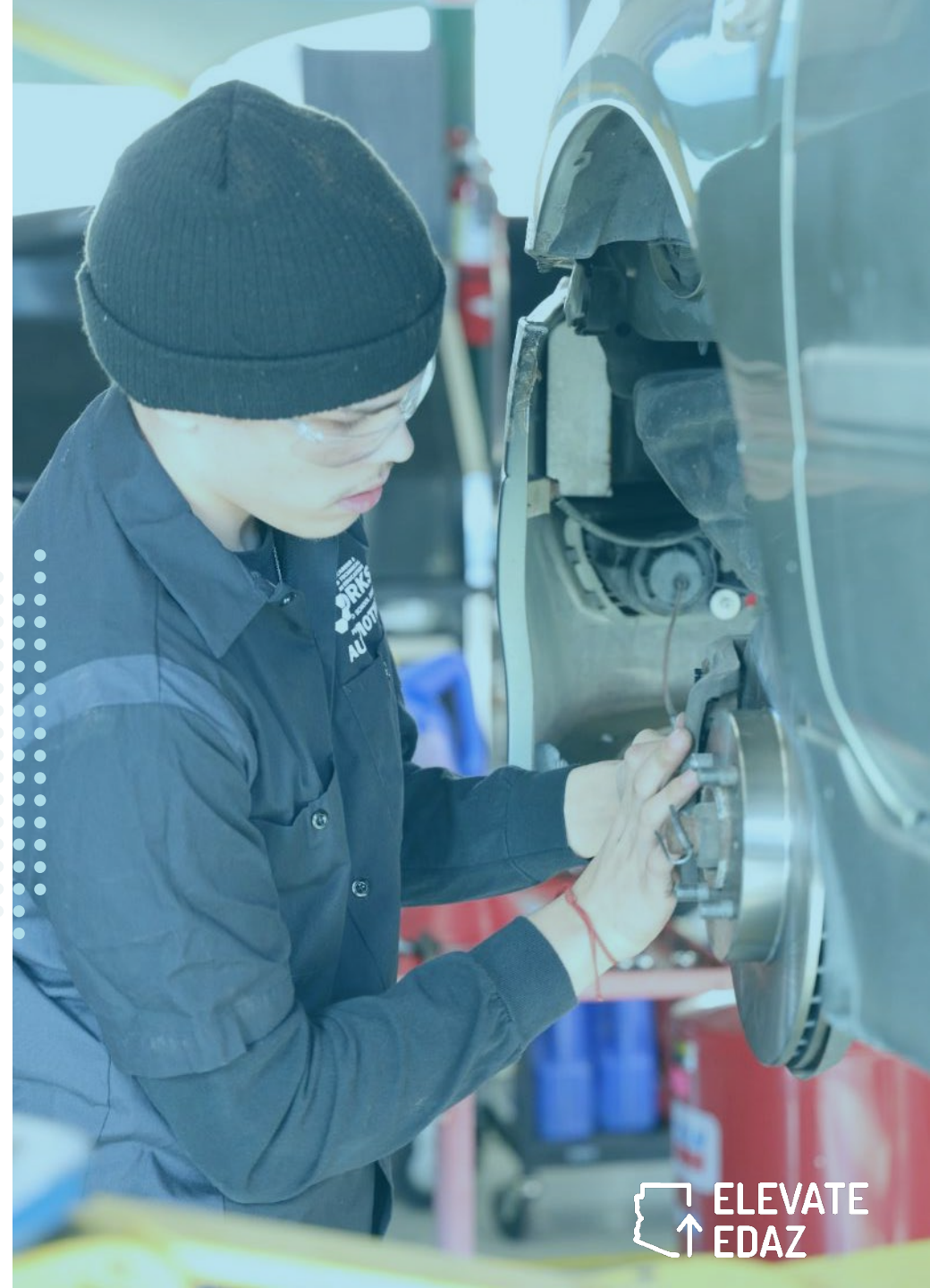
Provide 100 educators externships so that they are armed with industry knowledge to align classroom learning with workforce needs



# ElevateEdAZ-Supported Career Pathways

- Advanced Manufacturing
- Architecture & Construction
- Business Management, Marketing, & Sales
- Education
- Engineering
- Financial Services
- Health Sciences
- Information Technology & Cybersecurity
- Law & Public Safety
- Transportation

(pathways equate to industry clusters)



# Workforce Alignment

To understand which career pathways offer the most **return on investment** for students and the economy of the Greater Phoenix region, ElevateEdAZ updated the occupation wage and demand thresholds published in a 2022 analysis. It examined targeted occupations within ElevateEdAZ Career Pathways by **wage and demand strength**. This examination also identified **opportunities for expanding** ElevateEdAZ-supported Career Pathways to achieve full alignment with **priority and emerging industry sectors**.

See 2024 Pathways Analysis for details.

## New **Wage** Threshold:

80% of Average Wage for Phoenix MSA  
(currently \$51,912 annual/ \$24.96 hourly)

## New **Demand** Threshold:

Average Growth of 5% or higher on 10-year projected employment change



[Link to Pathways Analysis](#)



- 1 ASU Prep Phoenix
- 2 ASU Prep South Phoenix



- 3 Basha High School
- 4 Chandler High School



- 5 Barry Goldwater High School
- 6 Deer Valley High School



- 7 Dobson High School
- 8 Mesa High School
- 9 Mountain View High School
- 10 Red Mountain High School
- 11 Skyline High School
- 12 Westwood High School



- 13 North Canyon High School
- 14 Paradise Valley High School



- 15 Academies at South Mountain
- 16 Alhambra High School
- 17 Betty H. Fairfax High School
- 18 Central High School
- 19 Metro Tech High School
- 20 Phoenix Coding Academy
- 21 Trevor G. Browne High School



- 22 Sahuarita High School
- 23 Walden Grove High School



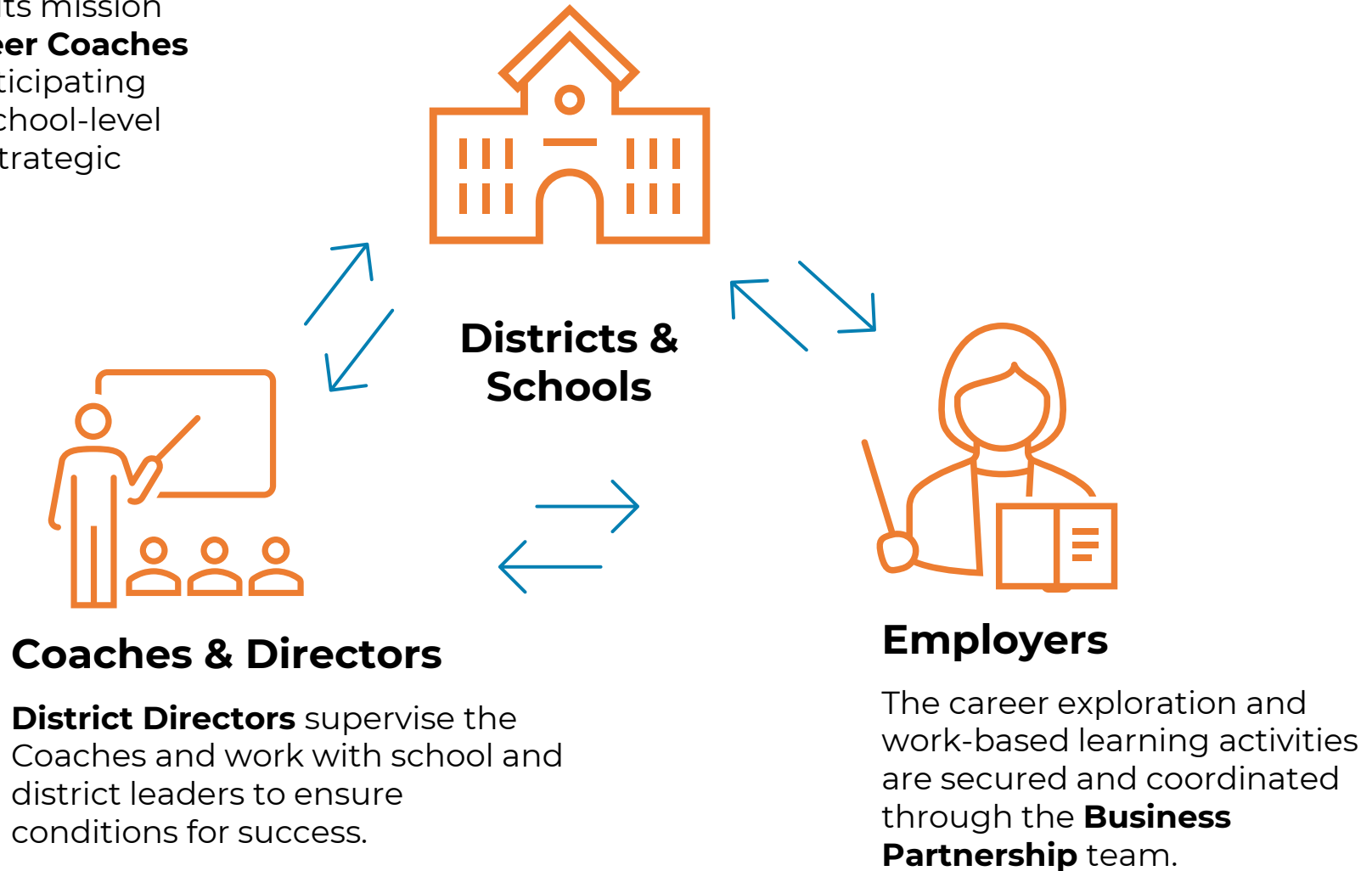
## Partner Schools Across Arizona



\*Four additional partner schools in one additional school district are undisclosed.

# Staffing Model

ElevateEdAZ implements its mission through **College and Career Coaches** who are embedded in participating campuses to coordinate school-level activities that support its strategic goals and annual metrics.



# Business partners making a difference

## Top Partners of 180+ (2024-25)



## Convening

ElevateEdAZ facilitates the Arizona **Dual Enrollment Coalition**, including the Governor's office, the Arizona Department of Education, school districts, and education organizations, working to increase dual enrollment access and attainment across the state.

Additionally, ElevateEdAZ recently formed a **Consortium** of ElevateEdAZ districts focused on sharing best practices, applying for grants, and addressing systemic barriers to accelerated pathways to degrees and careers.

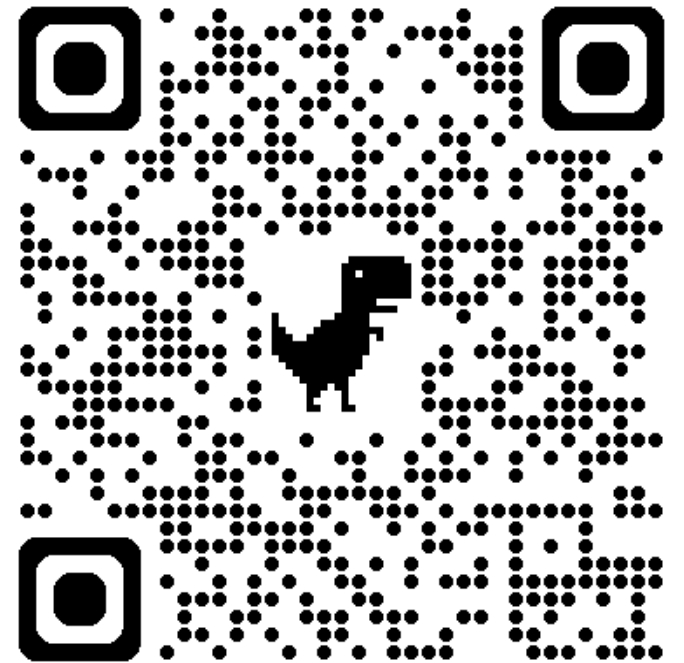
## Expansion

ElevateEdAZ launched in January 2020 with two high schools and has since expanded to 27 high schools across six school districts and a charter network in Maricopa County and Pima County.

## ElevateEdAZ Dual Enrollment Expansion Teacher Incentive

More Information:

[https://elevateedaz.com/educators/incentive-program/  
TeacherCertification@ElevateEdAZ.com](https://elevateedaz.com/educators/incentive-program/TeacherCertification@ElevateEdAZ.com)





# 100 by 2030 Goal

2020

Program launch



5 schools  
2 districts

2021/22

Expanded to:



13 schools  
4 districts  
1 charter network

2022/23

Reached



20 schools



and over  
40,000 students

2025/26

Begin expansion  
into 2 new regions  
per year

Regional  
Intermediary  
Chambers  
of Commerce,  
Workforce  
Organizations

2030



Goal: 100 schools

78 in Maricopa  
22 statewide  
21 total districts

434

Students participating in internships

(45% year-over-year increase)

2,059

Students participating in job shadows

(11% year-over-year increase)

5,200

YouScience Career Interest and Aptitude Assessments completed by students

1,300+

Career Awareness and Development engagements impacting nearly 40,000 students

55

Educators participating in Virtual Educator Externships\* experiences to provide 8,200+ students with career-connected learning

15%

increase in Dual Enrollment registration across all partner schools

Business Advisory Council meeting supporting 14 Career and Technical Education programs with employer support and guidance

Participants included:

58

Industry partners

62

Teachers & administrators

188

Businesses engaged

## Collective Impact 2024-25

Representing

46,000

Total Student Engagements



**ElevateEdAZ.com**

**Jennifer Mellor**

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**Thank You**



# Information/Discussion Only.

MCWDB Youth Success Story



Participant Name: Electra H.

Month/Year: July 2024- July 2025

Career Advisor: Helena Durrenberger

Before coming to ARIZONA@WORK Maricopa County, Electra had obtained her bachelor's degree in English for Secondary Education from Grand Canyon State University and was working as an online career advisor. She had never pursued a teaching license in her home state and was undecided if she wanted to teach in Arizona. Instead, she stated interest in human and social services sector and was considering further schooling in counseling or social work. With extended family ties in Arizona, Electra thoughtfully planned a move from Michigan to Arizona. After securing residence in Tempe, she called the local youth office and spoke with her future career advisor, Helena.

As part of her initial career pathing meeting, Helena and Electra reviewed East Valley Maricopa County Labor Market Information (LMI) including teaching salaries. They discussed several local school districts, the differences between charter and public schools, and explored the option of teaching without initial certification. After cross-checking locations and transit, Helena emailed several public and charter school job opportunities accessible via the light rail, as well as links to a variety of school district websites so Electra could explore all the professional opportunities within the various districts. In addition to LMI, Helena suggested a resume writing workshop and lab offered by our training team. Electra had been applying for several jobs but not getting any interviews- a quick look at her resume indicated several issues that may have stopped any Applicant Tracking System from moving her application onto a hiring manager.

Throughout the summer of 2024, Electra continued her job search in Arizona while maintaining her remote position as a student advisor. Her previous employer allowed her to work remotely during her relocation, with an agreed end date near the fall break. During this transition, Helena identified an opportunity well-suited to Electra's advising skills—one that offered local connections and the chance to support Tempe Union High School students. Helena connected Electra with the staff at Tempe College Connect and she interviewed for the position of College Connect Tempe Advisor. The interview went well, and both parties were excited to work together. Unfortunately, the grant funding for the position was not renewed and additional grants remained on hold. Helena proposed and requested a Work Experience (WEX) opportunity through the Workforce Innovation and Opportunity Act (WIOA) grant. This federally funded program was exactly what Electra needed to take a meaningful step toward her future, while also supporting another graduating class of seniors as they prepared for their next chapter.

At the beginning of her WEX, Electra was provided with some financial support to help her start her new professional career—this was done using support services for transportation and work-related expenses. She was living in a transit-friendly community and learning to effectively use the light rail and bus system, which worked well for her main campus and library location but presented a challenge when she was needed at other sites. By planning ahead, we secured a ride card to ensure she could attend additional meetings on time. She agreed she could use transit to get home when time was not a critical factor. Additionally, she realized she needed some warm-weather professional clothing, as the local climate was very different from what she and her wardrobe were accustomed to.

Electra successfully completed her Work Experience (WEX), earning a \$500 bonus and expressing gratitude for the opportunity. Through the WEX program, she built valuable connections that led to employment as a Program Specialist for the City of Tempe. From their first interaction, Electra demonstrated strong communication skills, effective planning, and excellent money management. These strengths will serve her well in her new role and will also allow her to pursue her passion and fulfill her dream of becoming a writer.





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# Information/Discussion Only.

## Youth Workforce Services Update



# WIOA Youth Workforce Services

Serving Teens And Young Adults Ages 14-24



Innovative Workforce Solutions

*Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. ARIZONA@WORK Maricopa County Youth Services products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act; serving employers by aiding job seekers, adults, dislocated workers and youth.*

# Program Year 24 Q4-Performance Outcomes

| WEX Expenditures       | Target was 20% and we exceeded this goal.                            |
|------------------------|--|
| Performance Indicators | Target was 90% and we exceeded this mark for combined youth measures |
| Youth Funding          | 100% of funds expended – no funds returned to the state              |

# WIOA Youth Program Updates

| As of 8.19.2025                          |            |
|--|------------|
| Active Youth                             | 227        |
| Active Youth Age Apprentices             | 188 of 406 |
| Active Occupational Skills Training      | 55         |
| Active Work Experiences                  | 50         |
| Total Services Provided for Active Youth | 1963       |

# Breakdown of Youth Services

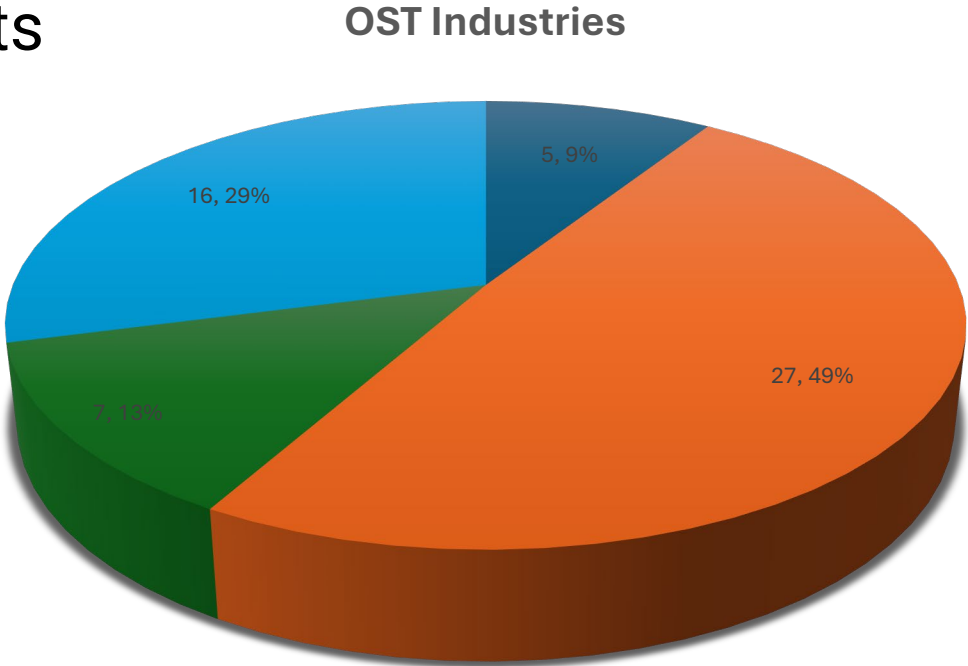
- Adult Mentoring = 24
- Comprehensive Counseling = 15
- Entrepreneurial = 1
- Financial Literacy = 8
- Work Experience = 95
- Labor Market Information = 227
- Support Services = 154
- Postsecondary Prep = 221
- Leadership = 6
- Occupational Skills Training = 88

# Occupational Skills Training

## 55 Occupational Skills Training in Progress

- In School Youth – 1 Participant
- Out of School Youth – 54 Participants

Construction - 9%  
Healthcare - 49%  
IT – 13%  
Transportation – 29%



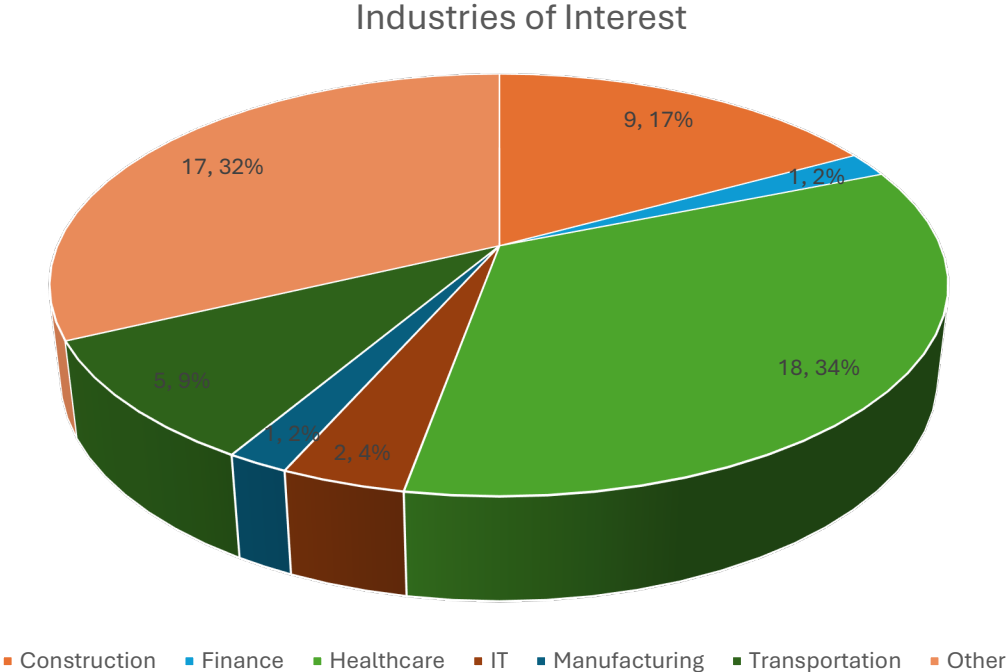
■ Construction ■ Healthcare ■ IT ■ Transportation

# Work Experience

## 50 Active Work Experience Referrals

- In School Youth – 15 Participants
- Out of School Youth – 35 Participants

Construction – 17%  
Finance – 2%  
Healthcare – 34%  
IT – 4%  
Manufacturing – 2%  
Transportation – 9%  
Other – 32%



# Two New Youth Trainer Positions

## Center and Community Workshops Facilitated

- Youth Focused Resume Writing & Lab, Interview, and Job Search Assistance
- Financial Empowerment
- Entrepreneurship
- Leadership Development
- Workplace Readiness
- Passport to Employment Series
- Assessments
- Presentations on WIOA Youth Program

# Recent Program Highlights

- Autism Academy WEX Partnership
- JA Inspire collaboration
- Partnership with the City of Tempe Annual Youth Job Fair (5/7/25)
  - 140 job seekers, 154 interviews, 34 hires and 20 volunteer opportunities secured
  - Industries represented: Arts/Entertainment, Customer Service, Education, Government, Healthcare, Hospitality, Non-profit, Sales and Marketing, Security, and Technology.
- 12 outreach activities connecting with over 400 attendees including students, parents, counselors, and staff members. Outreach with local high schools include CTE and STEM Programs.
- Passport to Employment Pilot
- Upcoming Changes to Youth Inquiry Flow
  - Shortened orientations
  - Streamlined application process



**Questions?**



**Call to the Public.**



**Adjourn.**

**Next Regular Youth Committee Meeting:  
November 6, 2025**