



Phoenix Business and Workforce Development Board
National Model for Mobility Steering Committee SEP
10

September 10, 2025
9:00 am-10:00 am Mountain Standard Time

Webex Information (TO JOIN MEETING):

[https://cityofphoenix.webex.com/cityofphoenix/j.php?
MTID=m1257a8e84eb518a53f05770b06f9a1b5](https://cityofphoenix.webex.com/cityofphoenix/j.php?MTID=m1257a8e84eb518a53f05770b06f9a1b5)

CALL IN: 1-415-655-0001
Access code: 2343 070 0354

Opening/Roll Call

(Scott Holman)

The Phoenix Business and Workforce (PBWD) Board National Model for Mobility Steering Committee (NMMSC) Vice-Chair Scott Holman will call the meeting to order. Roll call will be completed by staff to ensure a quorum is present.

National Model for Mobility Steering Committee August 13, 2025 Meeting Minutes

(National Model for Mobility Steering Committee)

The August 13, 2025, NMMSC meeting minutes are recommended for review and approval.

RECOMMENDATION: This item is recommended for approval.

Career Pathways

(Scott Holman)

The National Model for Mobility Steering Committee will consider data to be considered while developing career pathways in Healthcare and Manufacturing Sector.

RECOMMENDATION: This item is for information, discussion, and possible action.

Skills First Hiring

(Scott Holman)

NMMSA will discuss a Skills First Hiring Initiative and how the committee can support local initiatives.

Skills-first hiring means employers recognize that skills gained through training, professional history, and life experience can make a job-seeker a strong candidate for an open position. Through skills-first hiring, job seekers can represent their full skills and capacities, and employers source and evaluate candidates based on the specific skills required for the job before considering other factors.

The NMMSA will revisit their discussion from the August 13, 2025 meeting, review the concepts and benefits of Skills-First Hiring. They will discuss how the Skills-First Hiring could benefit local mobility and workforce goals and the potential for engaging employers, promoting equitable hiring, and expanding the talent pool for Phoenix employers. The committee will have the opportunity to decide what is realistic for their first year of involvement, how they can advance skills-first hiring locally, and what tools or support will employers need to participate.

RECOMMENDATION: This item is for information, discussion, and possible action.

Future Agenda Items

(Scott Holman)

Call to the Public and Announcements

(Scott Holman)

Adjournment

(Scott Holman)



**PHOENIX BUSINESS AND WORKFORCE DEVELOPMENT BOARD
NATIONAL MODEL FOR MOBILITY STEERING COMMITTEE
Meeting Minutes
VIRTUAL MEETING**

**August 13, 2024
9:00 a.m.**

Members Present:

Kristin Emery	Claudia Reilly
Scott Holman	Raghu Santanam
Anne Landers	
Alison Rapping	

Public Attendees:

Thomas Flynn	Rebecca Tierney
Deb Furlong	Ariadna Valentin
LaSetta Hogans	Laura Whitehead
Hayden Maynard	
Jovanna Parkhouse	

Action items taken are noted in **bold** print.

1. Call to Order / Roll Call:

The National Model for Mobility Steering Committee (NMMSC) Vice-Chair, Scott Holman, called the August 13, 2025, meeting to order at 9:05 a.m. Roll call was completed, and a quorum was met with five members present.

2. National Model for Mobility Steering Committee Introductions:

Vice Chair Scott Holman invited NMMSC Members and Phoenix Business and Workforce Development Board (Board) staff to introduce themselves to the committee.

3. National Model for Mobility Meeting Minutes:

NMMSC Member Claudia Reilly motioned to approve the January 8, 2025, National Model for Mobility Steering Committee meeting minutes, NMMSC Ad-Hoc Member Anne Landers seconded.

Kristin Emery, Scott Holman, and Rahgu Santanam voted to approve. The motion passed.

Alison Rapping joined the meeting at 9:14 a.m.

4. Workforce Readiness:

NMMSC Vice-Chair Scott Holman updated the NMMSC on work done to-date regarding Workforce Readiness Skills Training. NMMSC Chair Meghan McGilvra partnered with the Community of Practice to get information from workforce service providers and employers to create a list of recommended Workforce Readiness Skills that should be provided to jobseekers.

The NMMSC approved seven core workforce skill categories. The categories are:

- Communication & Interpersonal Skills
- Workplace Behavior
- Critical Thinking & Problem Solving
- Career & Skill Development
- Technology Proficiency
- Collaboration & Teamwork
- Adaptability & Growth

NMMSC Member Alison Rapping asked if these skills had been presented before. Staff informed the NMMSC that Meghan had shared the core categories at a previous Board Executive Leadership Committee (ELC) meeting. NMMSC Ad-Hoc Member Anne Landers said that the work is a culmination of the work of many entities who are doing the work to identify the durable skills that jobseekers need to obtain and retain employment. Scott shared that SciTech is building a rubric of fundamental skills that closely reflects the competencies that the committee has identified, and he asked how the committee aligns with other organizations to reduce duplication of efforts.

NMMSC Member Raghu Santanam asked if Artificial Intelligence (AI) proficiency should be a category on its own. He said that AI was changing entry level work and asked how the committee accounts for that. Scott asked if AI should be under Technology Proficiency. Alison shared that she feels that AI should be under something other than Technology because AI affects all of the categories.

ARIZONA@WORK City of Phoenix Business and Workforce Development Supervisor Deb Furlong shared that SciTech had not been involved in the conversations in the development of Workforce Skills recommendations, but the Board has worked with SciTech on different initiatives. She shared that AI Fundamentals was grouped under Adaptability and Growth.

Scott shared that the next step on the Workforce Readiness competencies is to test them in a pilot, so the committee can make a recommendation related to skills delivery. Board Executive Director LaSetta Hogans suggested that the committee review the competencies in the seven core categories. The

committee reviewed the competencies in each category. AISC Member Kristin Emery asked if the committee has discussed if the committee needs data showing that AI is not a displacement of the workforce, but an enhancement of it. Anne shared that it was implied it was, since AI was discussed as being in addition to and not a takeaway from the workforce.

NMMS Member Claudia Reilly motioned to approve the seven workforce readiness competencies and skills, NMMS Ad-Hoc Member Anne Landers seconded.

Kristin Emery, Scott Holman, Alison Rapping, and Rahgu Santanam voted to approve. The motion passed.

5. Skills First Hiring:

Vice-Chair Scott Holman shared that skills first hiring means that employers recognize that skills gained through training, professional history, and life experience can make a job seeker a strong candidate for an open position. Through skills first hiring, job seekers can represent their full skills and capabilities and employers can source and evaluate candidates based on the specific skills required for the job before considering other factors. He asked if the committee would like to recommend that the Board participate in local skills first hiring initiatives.

Scott shared that the committee could participate in the Arizona Community Foundation (ACF)-led Skills First Hiring convenings. NMMS Member Alison Rapping shared that part of the Skills First Hiring initiative is intended to consider a candidate's complete background, but she thinks it is important not to diminish the importance of education while pursuing Skills First Hiring. NMMS Member Claudia Reilly shared she believes her company does look at both education and training as well as skills hiring. NMMS Ad-Hoc Member Anne Landers shared that Skills First Hiring prioritization can encourage educational institutions to consider the skills and how they incorporate them into curriculum to make students strong candidates when employers support skills-based hiring practices.

NMMS Member Raghu Santanam shared that another friction that happens with skills first hiring is that skills-based hiring for entry level positions makes sense, but later in the career pathway, how can experiences be validated to what skills are learned versus validated learning in training programs. Alison shared that as people are promoted into supervisor and management roles, education may be important, so she feels it is important how the committee and Board talks about skills-based hiring.

Scott shared that how the committee can support the ACF-led convenings is by inviting peers and partners to the convenings, bring local data and insights to ACF, and to help frame the case for change with employers.

NMMSM Member Anne Landers moved to recommend that the NMMSM participate in the Skills-First Hiring initiative, NMMSM Member Alison Rapping seconded.

Kristin Emery, Scott Holman, Claudia Reilly, and Rahgu Santanam voted to approve. The motion passed.

6. Career Pathways:

Vice-Chair Scott Holman continued the Career Pathways discussion to the September 10, 2025 NMMSM meeting.

7. Future Agenda Items:

Career Pathways
Skills-First Hiring Continuing Education
Board Strategic Plan Tracker

8. Call to the Public/Announcements:

None.

9. Adjournment:

NMMSM Vice-Chair Scott Holman adjourned the meeting at 9:56 a.m.