



Phoenix Business and Workforce Development Board
National Model for Mobility Steering Committee NOV
12

November 12, 2025

9:00 am-10:00 am Mountain Standard Time

Webex Information (TO JOIN MEETING):

<https://cityofphoenix.webex.com/cityofphoenix/j.php?>

MTID=m1257a8e84eb518a53f05770b06f9a1b5

CALL IN: 1-415-655-0001

Access code: 2343 070 0354

Opening/Roll Call

(Meghan McGilvra)

The Phoenix Business and Workforce (PBWD) Board National Model for Mobility Steering Committee (NMMSC) Chair Meghan McGilvra 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 September 18, 2025 Meeting Minutes

(National Model for Mobility Steering Committee)

The September 18, 2025, NMMSC meeting minutes are recommended for review and approval.

RECOMMENDATION: This item is recommended for approval.

NMMSC Strategic Plan Tracker

(National Model for Mobility Steering Committee)

The NMMSC will review the strategic plan tracker for their committee and consider any changes that need to be made to illustrate their effort toward goals.

The Strategic Plan Tracker is intended to show progress toward goals on the PBWD Board 2023-26 Strategic Plan. Committee work will be captured on the tracker and shared with PBWD Leadership at ELC and Board meetings.

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

Skills First Hiring

(Meghan McGilvra)

NMMSOC will discuss the Arizona Community Foundation-led Skills First Hiring events hosted in October and next steps the NMMSOC can take to support this effort in Phoenix.

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 a open positions. 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 NMMSOC 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.

Career Pathways

(Meghan McGilvra)

ARIZONA@WORK City of Phoenix Data Manager Justin West will present career pathway information for three entry level positions that were selected by the NMMSOC at their September 18, 2025 meeting to build out career pathways that will be publicly available to career service providers and jobseekers.

The purpose of building career pathways and making them publicly available is to educate jobseekers considering occupational training on the training needed to enter into high-demand fields and to pursue a career based on that entry point, the skills required to progress in the career ladder, employers hiring in the field, and median income as a worker progresses up the career ladder.

The NMMSOC will consider how the data in the career pathway is presented and it is the correct information needed to show career pathway. After reviewing the data, the NMMSOC will determine next steps including how to share this information, where to make it available, and further careers pathways to build.

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

Call to the Public and Announcements

(Meghan McGilvra)

Future Agenda Items

(Meghan McGilvra)

Adjournment

(Meghan McGilvra)