



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, December 11, 2025 – 9:00 a.m. - 10:00 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.

2. Roll Call.

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 career pathways from AZ Youthforce-through the Boys and Girls Clubs of the Valley.**
- **Learn about next steps in Workforce 2 You.**
- **To understand the current programs and activities from our Youth Services Team.**

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: September 11, 2025***

5. Information/Discussion Only.

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.

- a. AZ Youthforce* (15 minutes)
- b. Workforce 2 You* (15 minutes)
- c. Youth Workforce Services Update* (15 minutes)

6. Call to the Public.

7. Adjourn.

NEXT REGULAR YOUTH COMMITTEE MEETING: January 13, 2026

*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



DRAFT

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

Thursday, September 11, 2025 – 9:30 am - 10:30 am

Members Present: Anne Landers, Anna Yap, Brittany Holmes, Che Collins, Dr. Meredith Critchfield, JakinDee Kosaka, Marie Raymond, Robert Garcia, Tina Drews

Members Absent: Barbara Coakley, Danielle Lertique, Jessica Putton, Jessica Rivera-Garcia

Call to Order.

Chair Anne Landers called the meeting to order at 9:32am and requested roll call.

Roll Call.

MCWDB Nancy Avina, Management Analyst, called roll. Quorum was established.

Welcome, Opening Remarks, and Meeting Objectives.

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

Consent Agenda.

Meeting Minutes: May 1, 2025

Chair Landers asked for a motion to approve the consent agenda.

Robert Garcia moved to approve the consent agenda. Che Collins seconded the motion. Motion passed unanimously.

Information/Discussion Only.

H5-Coalition to Redesign High Schools Presentation

Dr. Chad Getson, Founder and Executive Director of NAU Arizona Institute for Education & Economy, shared a presentation for redesigning high schools.

- **Current Misalignment:**

Dr. Getson described the growing incongruence between what students experience in school and the realities of the modern world, contributing to issues such as disengagement, absenteeism, and workforce readiness gaps.

- **Vision for Reform:**

The Institute proposes transitioning to “future-ready” high schools. This includes:

- A State 48 Graduate Profile focused on ensuring every graduate is prepared for multiple pathways: college, employment, military, or entrepreneurship.
-

- Emphasis on digital literacy, critical thinking, life skills, and career-connected learning.
- A move toward learner-centered, agile, and project-based school models.
- **Coalition Building:**
Dr. Getson highlighted a growing, bipartisan, statewide coalition—including educators, business leaders, policymakers, and community members—committed to transforming Arizona’s education system. This coalition spans all 15 counties and includes rural, urban, suburban, and Indigenous communities.

MCWDB Youth Success Story

Workforce Development Program Supervisor, Zach Lynch, presented a success story.

ElevatedEdAZ Presentation

Isabel Gonzalez, Greater Phoenix Chamber Vice President of ElevateEdAZ, presented an overview of current initiatives.

- **Program Footprint:**
The initiative emphasizes a data-driven strategy to identify priority CTE pathways and collaborates closely with schools and employers. Currently, ElevateEdAZ operates in 27 campuses across seven districts, primarily in Maricopa County, with pilot expansion underway in Southern Arizona. ElevateEdAZ has established a statewide dual enrollment coalition and a consortium of district partners to advocate for policy improvements, share best practices, and coordinate funding efforts.
- **Incentives & Growth:**
They promote incentives such as a \$1,000 dual enrollment teacher certification bonus. The program has seen significant growth in dual enrollment rates and school participation since 2020, with plans to support 100 schools statewide by 2030.
- **Employer Engagement:**
The ongoing challenge is fully engaging local businesses in work-based learning initiatives. She emphasized the importance of employer investment in internships and job shadowing as key to strengthening the talent pipeline and called for greater community collaboration to develop effective strategies for employer involvement.

Youth Workforce Services Update

Workforce Development Program Manager, Jinkee Pacifico, gave an update on youth workforce services:

- FY24 Performance Outcomes
 - Performance Indicators (e.g., credentials earned) surpassed the 90% goal.
 - Program Participation and Services
 - Top Program Elements Utilized:
 - Adult mentoring, counseling, entrepreneurial/financial literacy, WEX, and support services (e.g., transportation, professional attire)
 - All youth receive career path presentations
 - Emphasis on occupational skills training and post-secondary preparation
 - Youth Trainers & Workshops:
 - Two new youth trainer positions
-

- Workshops offered: resume writing, financial empowerment, leadership, entrepreneurship, passport to employment series
 - Program Innovations
 - New Passport to Employment initiative for non-enrolled youth seeking job readiness support
 - Planned improvements to orientation and application processes to increase accessibility and engagement
-

Call to Public.

The Call to the Public was made by Chair Landers; no comments were received.

Adjourn.

Chair Landers asked for a motion to adjourn the meeting.

Robert Garcia moved to adjourn. Marie Raymond seconded the motion. Motion passed unanimously.

The MCWDB Youth Committee meeting adjourned at 10:35am.



Information/Discussion Only.
AZYouthforce



AZYOUTHFORCE MISSION

AZYouthforce creates a diverse, inclusive workforce for the future by introducing teens to a variety of career pathways and opportunities.



AZY Programming



- ❖ Academy Training (skill development)
- ❖ Career Exploration
(tours/visits/networking)
- ❖ Focus on Equity – Paid Internships Only
- ❖ Group and Individual Internships
- ❖ Ambassador Program for to Assist with
Recruiting

STAFFING MODEL

STAFFING MODEL

- ❖ Dedicated AZY Staff Team
- ❖ Professionals from Workforce Development Sector
- ❖ AZY Staff Coaching during Internships
- ❖ On-Going Career Management and Mentoring (one year)
- ❖ On Site Managers for Group Internships
- ❖ Encourage On-Site Mentoring from Employer



ACADEMY CURRICULUM

Workplace Preparation	Hard Skills	Essential Life Skills
Elevator Speech	RetailWorksAZ – Skills Training	Personal Branding (Personal and Professional)
Interviewing Skills	Customer Service	Decision Making Skills
Time Management	Financial Literacy	Emotional Intelligence
Resume Development	Food Handlers License	Communication Skills
Diversity & Inclusion	Digital Literacy	Conflict Resolution
Teamwork & Collaboration	Industry Training & Certifications	
Speed Networking		

ACADEMY CURRICULUM

Employability Skills	Social- Emotional Skills
Digital Literacy	Goal Setting
Time Management	Planning
Problem Solving	Self Confidence
Self Advocacy	Self Efficacy
Workplace Etiquette	Evaluating
Self Discipline	Communication
Teamwork	
Technical Skills	

AZY PROGRAM TRACKS

Sector Focus on Leading Industries

- ❖ Healthcare
- ❖ Financial
- ❖ Technology/IT
- ❖ Retail
- ❖ Construction
- ❖ Entrepreneurship – Earn to Learn



TO DATE

983

Teens Completed

964

AZY Interns

Compensation
\$14.70-\$24.00 per hr.

** Depends on industry

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METRICS

709

Attending College

224

2 Year College

485

4 Year College

202

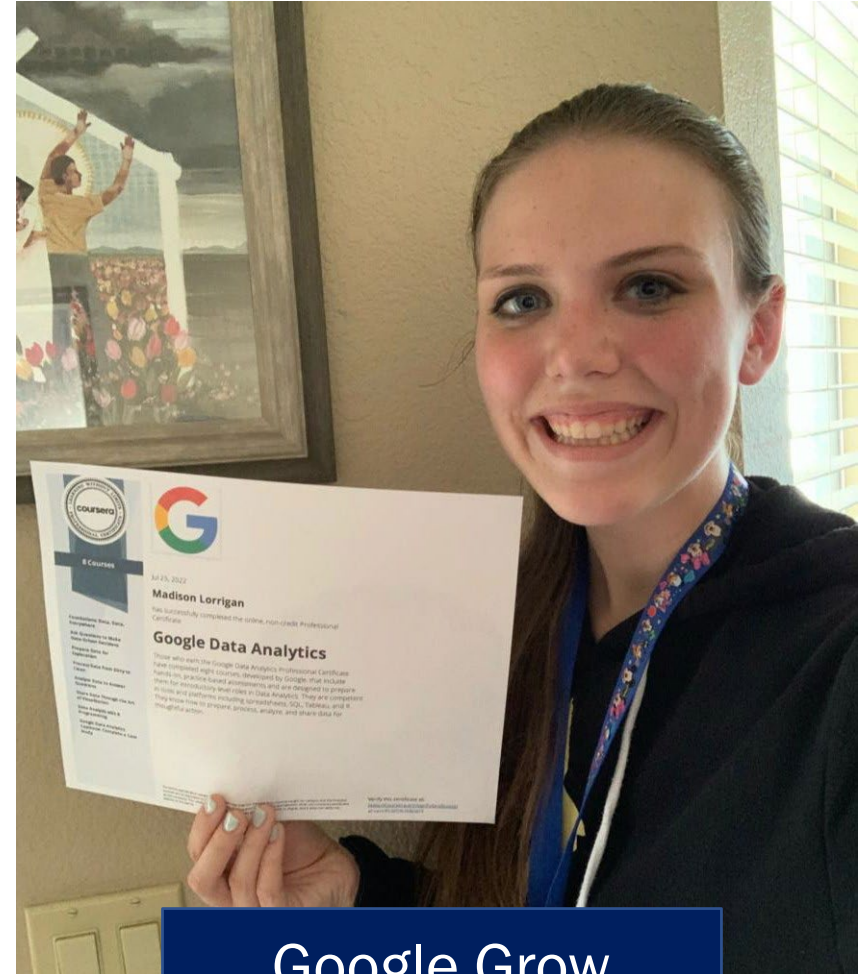
Employed
Part/Full Time

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CERTIFICATIONS



RISE UP



Google Grow

Q & A





Information/Discussion Only.
Workforce 2 You

Workforce Professional Skills

PRESENTER:

Diane Meza
Executive Director, Maricopa IT
Institute (MITI)
diane.meza@domain.maricopa.edu



Program Overview

This is a free, non-credit course which consists of five modules that prepare students for employment.

Skills:

- Communication and Empathy
- Professionalism and Collaboration
- Initiative
- Critical Thinking and Problem Solving
- Self Directed Learning and Resilience

Due to industry needs, we have expanded the Workforce Professional Skills course to include the following skills:

- Key Performance Indicators
- Public Speaking
- Virtual Meeting Etiquette

MCCCD Badge

Upon receiving 80% or higher on the final exam, students will be awarded the Workforce Professional Skills badge.



Add this to your
resume and
LinkedIn profile to
show employers
you understand
and value
professional skills!

Workforce Microcredential Pathway

CIS 101 IT Fundamentals - 3 Credits

Workforce Professional Skills - Non
Credit



This pathway will award the students with one Certificate of Completion (CCL) and two maricopa skill badges.

M1 - Elements of Effective Listening, Speaking and Writing

Effective Communication is Key



Types of Communication and Ways to Use

Verbal Communication - Oral communication with words that you or others speak out loud.

- Use a confident and strong speaking voice.
- Use active listening.
- Avoid filler words such as; "uh, and, you know"
- Use industry jargon when appropriate.

Written Communication - Any written message that two or more people exchange.

- Strive for simplicity.
- Don't rely on tone.
- Keep a consistent style of writing that is effective and enjoyable.

Non-Verbal Communication - The transmission of messages or signals through a nonverbal platform such as eye contact, facial expression, posture, use of objects and body language.

- Be aware of your emotional and physical feeling.
- Be intentional with your non-verbal communications.
- Mimic non-verbal communications that are effective.

Visual Communication - The use of visual elements to convey ideas and information which include (but are not limited to) signs, typography, graphic design, illustration, industrial design, advertising, animation, and electronic resources.

- Consider your audience.
- Only use value added visuals.
- Make visuals clear and easy to understand.

M1 - Communication in the Workplace

Communication Styles in the Workplace



There are four styles of communication in the workplace -

Analytical Communication - Prioritizes logic and statistics.

Personal Communication - Values emotional language and uses it to build strong relationships.

Intuitive Communication - Focuses on the big picture.

Functional Communication - Enjoy going through each detail in a step by step fashion.

Please watch the video below by [Next Level Life](#) to learn more about the four styles of communication -



Free Registration

Step 1: Navigate to the [Workforce Professional Skills landing page](#).



Step 2: Register on the bottom of the page.

Step 3: Check your email.

Step 4: Click the enrollment link located in the email.

Step 5: Enjoy the class!



Questions & Additional Discussion

Diane Meza

Executive Director Maricopa IT Institute

diane.meza@domail.maricopa.edu



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.

WIOA Youth Program Q1 Updates

As of 12.1.25	
Active Youth	261
Active Youth Age Apprentices	246 out of 482
Active Occupational Skills Training	63
Active Work Experiences	51
Total Services Provided for Active Youth	2308

Breakdown of Youth Elements

- Adult Mentoring = 54
- Comprehensive Counseling = 10
- Entrepreneurial = 8
- Financial Literacy = 11
- Work Experience = 51
- Labor Market Information = 291
- Support Services = 143
- Postsecondary Prep = 257
- Leadership = 12
- Occupational Skills Training = 91

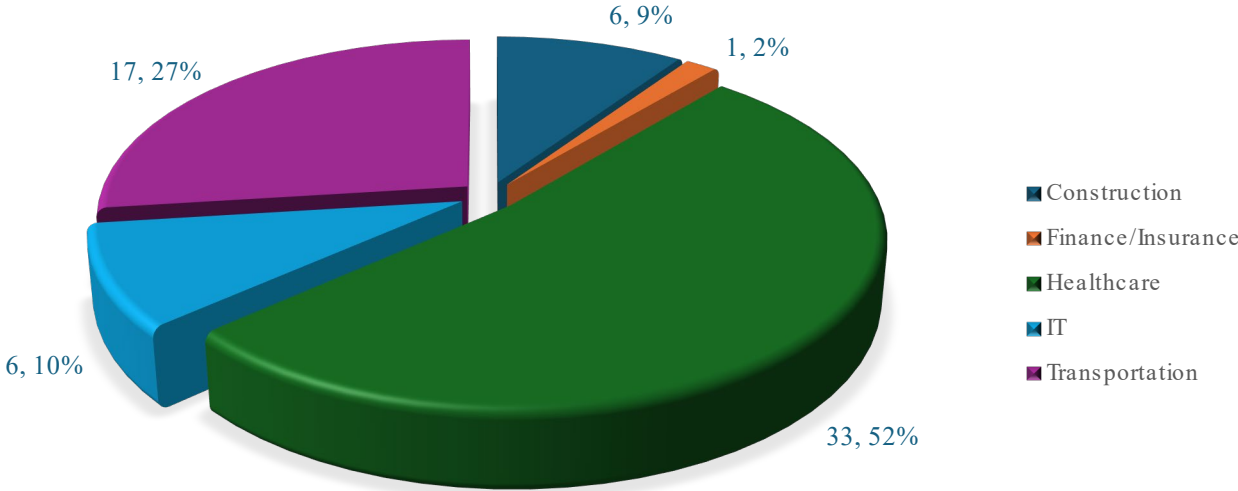
Occupational Skills Training

63 Occupational Skills Training in Progress

- In School Youth – 3 Participant
- Out of School Youth – 60 Participants

Healthcare - 52%
Transportation – 27%
IT – 10%
Construction - 9%
Finance/Insurance-2%

OST INDUSTRIES



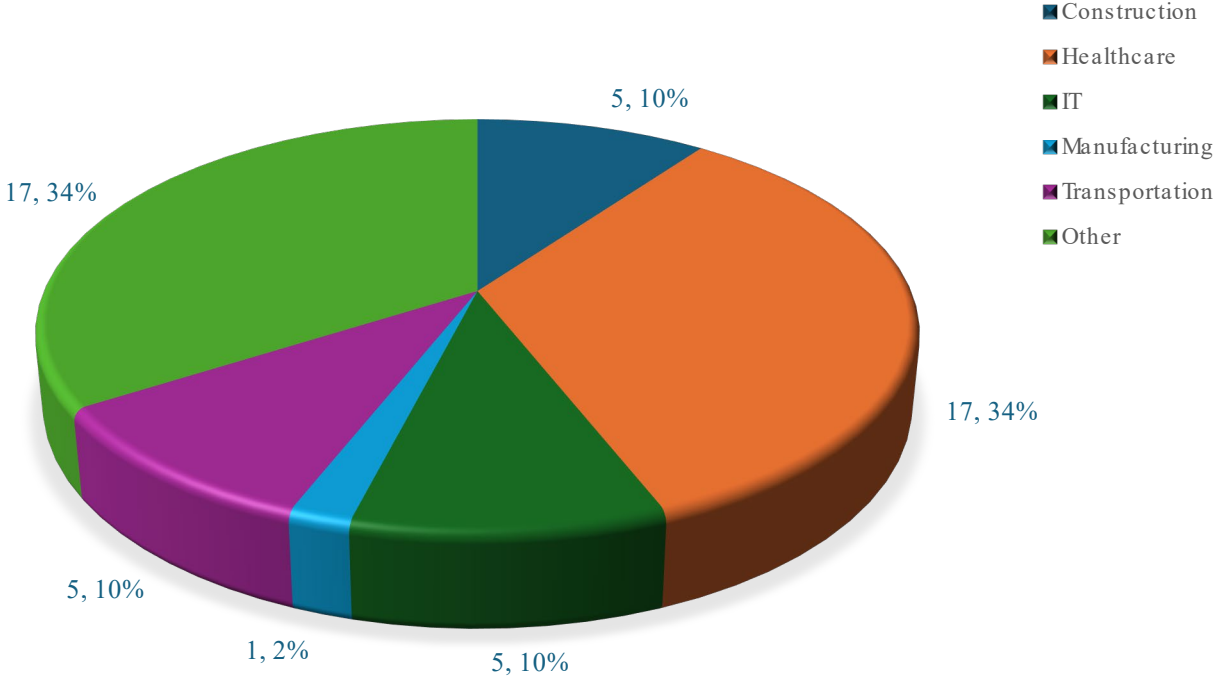
Work Experience

51 Active Work Experience Referrals

- In School Youth – 18 Participants
- Out of School Youth – 33 Participants

Healthcare – 34%
Construction – 10%
IT – 10%
Transportation – 10%
Manufacturing – 2%
Other – 34%

INDUSTRIES OF INTEREST



WEX Requirement Update

WEX Requirement is 20% for the year

- Completed Q1 at 12%
- Currently pacing to meet requirement by the end of Q2

New Youth Inquiry Process Flow

- Youth friendly communication including increased outbound connections
- New marketing tools
- More youth friendly pre-application process
- Consolidated Youth Activities (Youth Lab)
- Enhanced enrollment scheduling practices
- Streamlined orientations

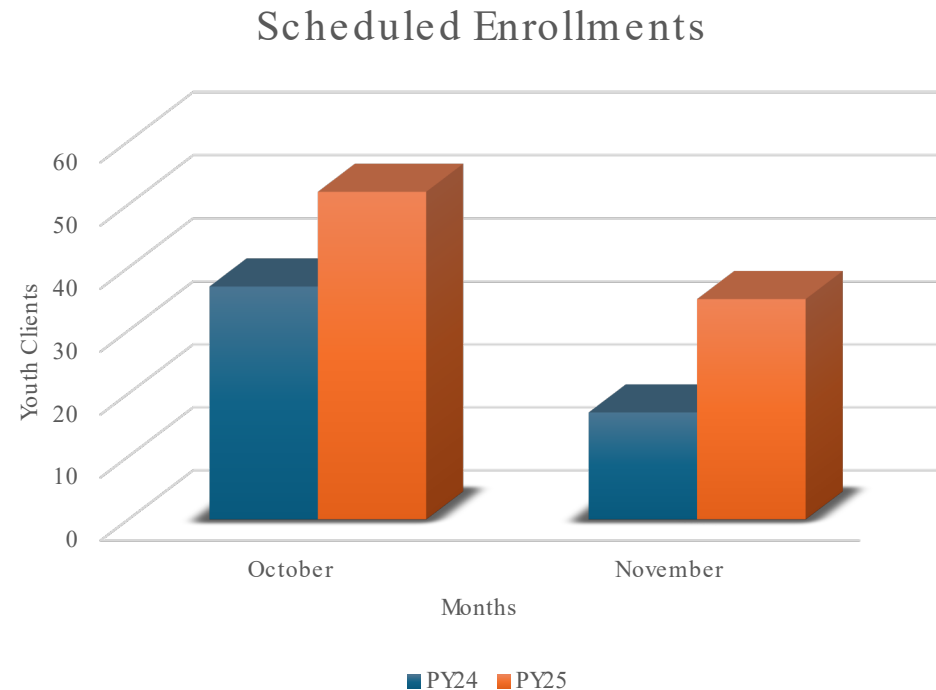
New Youth Process Update

PY24: October-37

PY25: October-52

PY24: November-17

PY25: November-35



Youth Video

- [New Video](#)



Questions?

Participant Name: Fredy

Month/Year: August 2025

Career Advisor: Rebekah Keizer

During the month of December 2024, Fredy enrolled in the WIOA Youth Workforce Program with ARIZONA@WORK Maricopa County. When his career advisor met him for the first time, he was determined to change and improve his life after being involved with the justice system.

At the time of his enrollment appointment, Fredy shared his strengths, working well with others and being productive. He also talked about his dreams: earning his GED, getting a job with a consistent income, and eventually working in construction. He was very eager to take advantage of all the services offered and within a couple of days, he had already completed the Resume' Writing Workshop.

Shortly after his enrollment, Fredy's career advisor quickly referred him to services to start his GED studying and testing. A couple of weeks later, Fredy reported that he was already prepared to take his first GED test. Aside from testing, he also reported having a difficult time getting a job. To address his GED needs, Fredy's career advisor quickly facilitated support services to ensure Fredy was able to access the GED materials. Since he had a difficult time finding a job, his career advisor presented the opportunity to take part in the Work Experience program (WEX). Since WEX is designed to help support individuals with exposure to various industries or gain work readiness skills, Fredy expressed interest in engaging with this service.

Fredy started the WEX orientation with skill building in professionalism and boosting his resume' and interviewing skills. He worked with Empowering services to find a work site that was a good fit for him in a retail setting. The WEX employer was so impressed by his attitude and work ethic, and reported back to Empowering about how well he was liked. Due to his performance and attitude, they decided to promote his activities to the animal health area. Fredy continued to excel in his role as he continued to focus on the completion of his GED.



Soon he shared exciting news with his career advisor that his work site wanted to hire him permanently. Fredy earned a \$500 bonus for completing his 320 hours in the WEX program and being hired permanently at his worksite.

Fredy expressed such excitement as his dream of changing his life and using his strengths to earn income became a reality.



Call to Public.



Adjourn.
Next Youth Committee Meeting:
January 13, 2026