



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, March 5, 2026 – 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.

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

- **To understand the current programs and activities from our Youth Services Team.**
- **Understand and discuss how YouthBuild champions opportunity youth as they realize their goals and aspirations, transform into the leaders of today and tomorrow, and provide valuable service on a global scale—all while paying it forward to the next generation.**
- **Learn more about the CTE Program highlights from the Agua Fria High School District.**

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: January 13, 2026***

5. Information/Discussion Only.

- a. MCWDB Youth Success Story* (5 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. Youth Workforce Services Update* (10 minutes)
- c. Youth Build -CPLC (15 minutes)
- d. Agua Fria Union High School District - CTE Program Overview (15 minutes)

6. Call to the Public.

7. Adjourn.

NEXT REGULAR YOUTH COMMITTEE MEETING: May 5, 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

Tuesday, January 13, 2026 – 9:30 a.m. - 10:30 a.m.

Members Present:

Anne Landers, Barbara Coakley, Brittany Holmes, Eric Cultum, Che Collins, JakinDee Kosaka, Jessica Ruiz, Marie Raymond, Robert Garcia, Yvonnda Shelton

Members Absent:

Anna Yap, Danielle Lertique, Dr. Meredith Critchfield, Jessica Rivera-Garcia, Tina Drews

Call to Order.

Chair Anne Landers called the meeting to order at 9:33 a.m. and requested roll call.

Roll Call.

Roll call was conducted by Management Analyst, Madison Ginsberg. Quorum was confirmed.

Welcome, Opening Remarks, and Meeting Objectives.

Chair Landers welcomed everyone to the meeting and reviewed the objectives and goals for the committee. Chair Landers introduced the new board members, Eric Cultum, Yvonnda Shelton, and Tiffany Bellows. Eric Cultum and Yvonnda Shelton briefly introduced themselves.

Consent Agenda.

Meeting Minutes: September 11, 2025

Meeting Minutes: December 11, 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.

MCWDB Youth Success Story

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

Jobs for Arizona's Graduates (JAG)

Marjorie DeRubeis, President and CEO of JAG, and Trinetta Lipsey, Director of Programs and Training, shared updates on JAG and the way the organization is equipping students to overcome challenges and achieve long-term success.

JAG prepares students for career, education, military, and life success through a student-centered, evidence-based program embedded in schools statewide. The program is offered as an elective course taught by certified teachers selected by school districts, with schools identifying students who need additional academic or personal support. JAG provides personalized career and graduation planning, mentorship, and real-world learning experiences aligned with workforce needs.

JAG students develop leadership, teamwork, communication, problem-solving, and adaptability skills through project-based learning, employer engagement, internships, job shadowing, and postsecondary exposure. The program reports a 99% graduation rate for participants, compared to Arizona's 77% statewide average, along with higher employment and postsecondary enrollment outcomes. JAG's model supports students from middle school through one year after graduation to ensure successful placement in employment, education, or military service. The organization operates under three core pillars: employer and community engagement, project-based learning, and trauma-informed student support.

A highlighted success story was the JAG program at Gila Bend High School, supported by SRP, which has earned national recognition, improved school performance, and helped shift the community culture toward college and career readiness. JAG Arizona students have also achieved national leadership positions and top placements at the National Career Development Conference. Presenters emphasized JAG's role in strengthening Arizona's workforce pipeline through strong employer partnerships, alumni engagement, and continued collaboration to connect education with economic opportunity.

3DE Instructional Model

Chair Anne Landers, Chief Operating Officer of Junior Achievement of Arizona, shared an overview of the 3DE Instructional Model.

3DE integrates business and industry partnerships, education, and Junior Achievement programming into a real-world, case-based learning model designed to increase student engagement, relevance of coursework, and workforce readiness. The model is currently implemented in over 80 comprehensive public high schools across 15 states and has demonstrated strong outcomes, including increased graduation rates, higher postsecondary enrollment, reduced absenteeism, improved academic performance, and full mastery of six core competencies.

In Arizona, 3DE launched at Alhambra High School and Cesar Chavez High School within the Phoenix Union High School District. Plans are in place to expand to at least 10 high schools statewide within five years, with a focus on Maricopa County and potential future expansion into rural communities.

The instructional model centers on interdisciplinary, real-world case challenges developed with Arizona-based employers such as HonorHealth, Deloitte, and Arby's. Students work in teams across subjects like English, math, and science to solve authentic business and community problems, receive coaching from industry professionals, and present solutions at culminating events. This approach builds skills in critical thinking, collaboration, communication, and problem-solving while increasing student confidence and engagement. Additional benefits noted include improved student sense of belonging, stronger belief in future career possibilities, and higher teacher retention due to increased job satisfaction and purpose.

Call to Public.

Chair Landers called for public comment. No public comments were made.

Adjourn.

Chair Landers asked for a motion to adjourn the meeting.

Eric Cultum moved to adjourn. Che Collins seconded the motion. The motion passed unanimously.

The meeting adjourned at 10:29 a.m.



Information/Discussion Only.

MCWDB Youth Success Story

Participant Name: Emillian M.

Month/Year: October 2025

Career Advisor: Helena Durrenberger

Before coming to ARIZONA@WORK Maricopa County, Emillian had worked for Harkins Theatres and was employed at Famous Dave's as a server. He was a high school graduate and lived with his parents while responsibly paying his own bills, including an auto payment. He was motivated to follow in his father's footsteps by pursuing a career as a CDL driver. Emillian demonstrated a solid work history, strong communication skills, and stated his top strengths included good memorization abilities, attentiveness to detail, and clear articulation. Throughout his time in the program, his career advisor found all of this to be true.

Once in the program, Emillian struggled to understand how his truck driving school of choice was not eligible for the WIOA grant. He had researched the school, and it listed the grant online. Together, Emillian and his career advisor spoke to the owner of the school who thought he had been listed as a provider. It took two months for the school to sort out the details and get approved by the state, but Emillian wanted to wait for them. While waiting, he received Postsecondary Preparation and Labor Market Information from his career advisor, as well as completing a financial workshop through the training team. He continued to work at his job and planned on doing so part-time while in training.

Emillian started truck driver training at John Wheeler School in Mesa at the end of March 2025. A week into classes, he let his career advisor know that training was going well and that he was close to obtaining his permit. The following week, the school said he had successfully completed his ELDT theory training, obtained his permit ahead of schedule, and was performing as an exceptional student. In May, the youth attempted the pre-check portion of the state testing but was unsuccessful on multiple attempts. Along with the school, they discussed challenges with the pre-inspection exam, and additional support and practice time were arranged with the instructor before rescheduling testing. By mid-June, Emillian reported consistent daily practice, including maneuvers and manual review, and was scheduled for state testing in July. He ultimately passed his CDL exam and became fully licensed on August 1st, 2025.

Once licensed, Emillian was ready to start his career as a Heavy and Tractor-Trailer Truck Driver. He provided a resume suitable for general job applications, but it was not specifically targeted at CDL positions. His career advisor offered workshop opportunities and assistance with his resume, but Emillian was also getting help from the school he attended. As the youth began searching for CDL employment, his career advisor sent multiple job leads from Arizona Job Connections asking him what type of employment he was looking for. Additional leads from the Maricopa County's weekly Job Blast were sent, and at the end of September, his career advisor sent several links to CDL opportunities in the Chandler area for which the youth qualified. In mid-October, Emillian phoned his career advisor and stated he started work with Swift in an entry-level training program. He would begin training at \$650 per week, with exciting opportunities ahead to grow his skills and advance his career. Emillian requested to exit the program at this time, and expressed appreciation for the support and encouragement while in the youth program.



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 Updates

As of 2.23.26	
Active Youth	270
Active Youth Age Apprentices	209 out of 416
Active Occupational Skills Training	60
Active Work Experiences	40
Total Services Provided for Active Youth	2480

Breakdown of Youth Elements

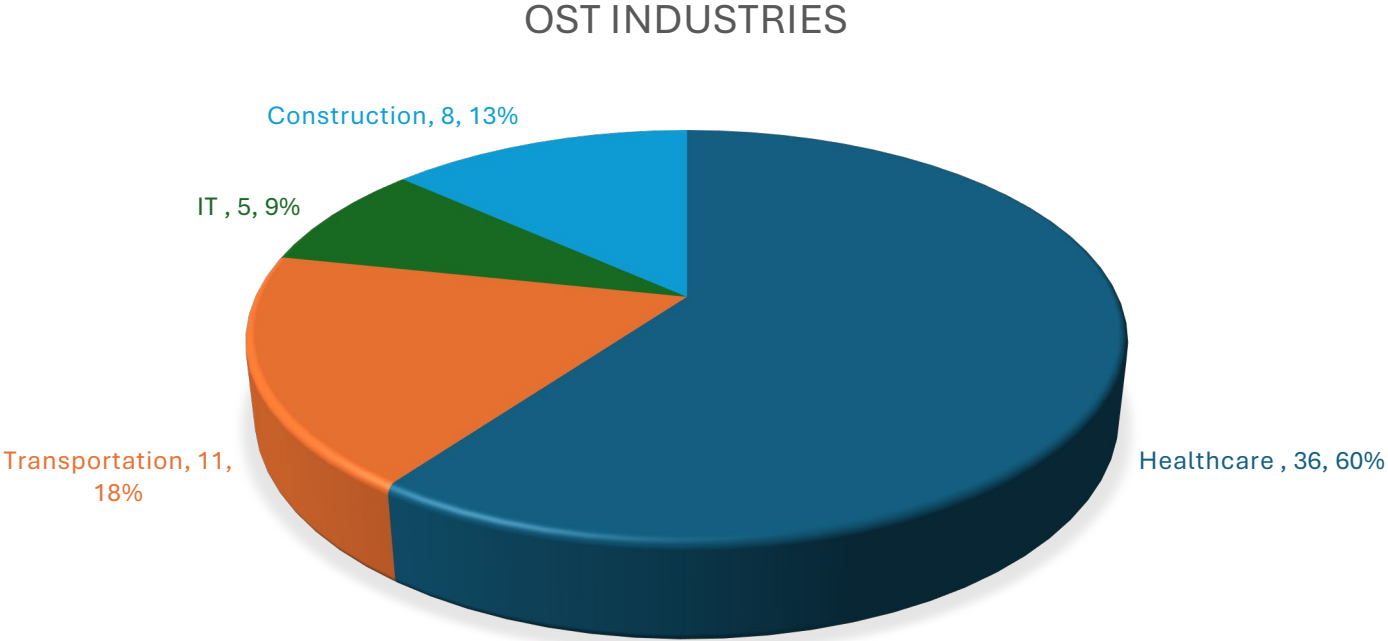
- Adult Mentoring = 63
- Comprehensive Counseling = 7
- Entrepreneurial = 17
- Financial Literacy = 10
- Work Experience = 82
- Labor Market Information = 331
- Support Services = 132
- Postsecondary Prep = 253
- Leadership = 19
- Occupational Skills Training = 93

Occupational Skills Training

60 Occupational Skills Training in Progress

- In School Youth – 4 Participant
- Out of School Youth – 56 Participants

Healthcare - 60%
Transportation – 18%
Construction - 13%
IT – 9%

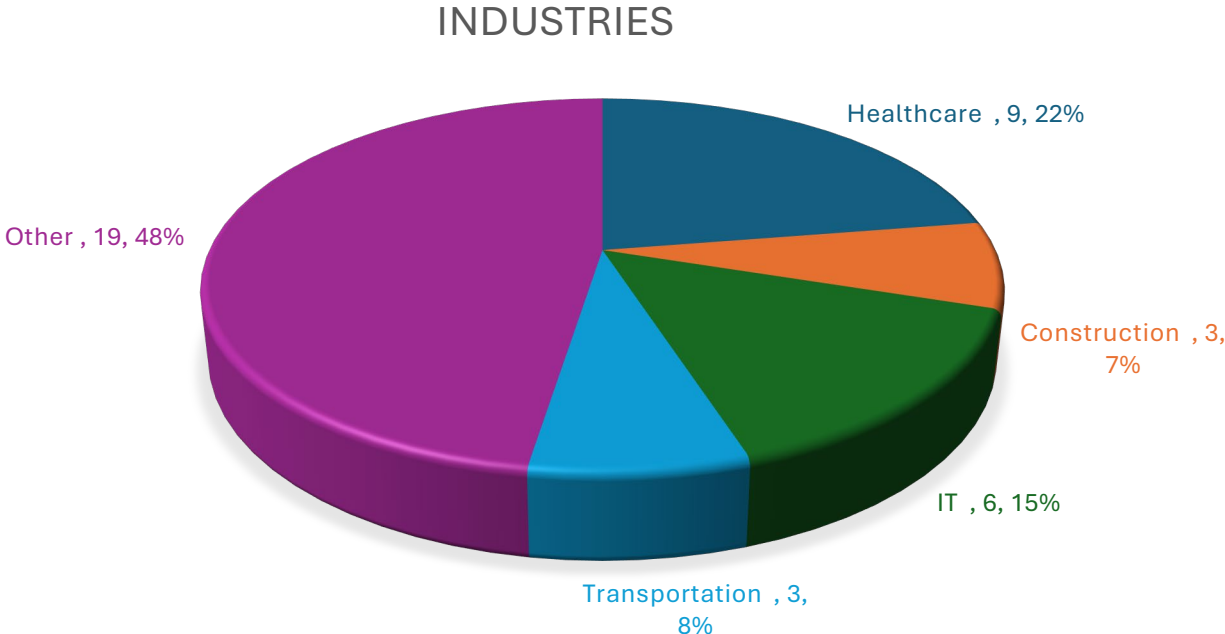


Work Experience

40 Active Work Experience Referrals

- In School Youth – 20 Participants
- Out of School Youth – 20 Participants
- The annual goal of WEX expenditure is 20% and as of 2.23.26, the Youth Program is at 23%.

Healthcare – 22%
IT – 15%
Transportation – 8%
Construction – 7%
Other – 48%



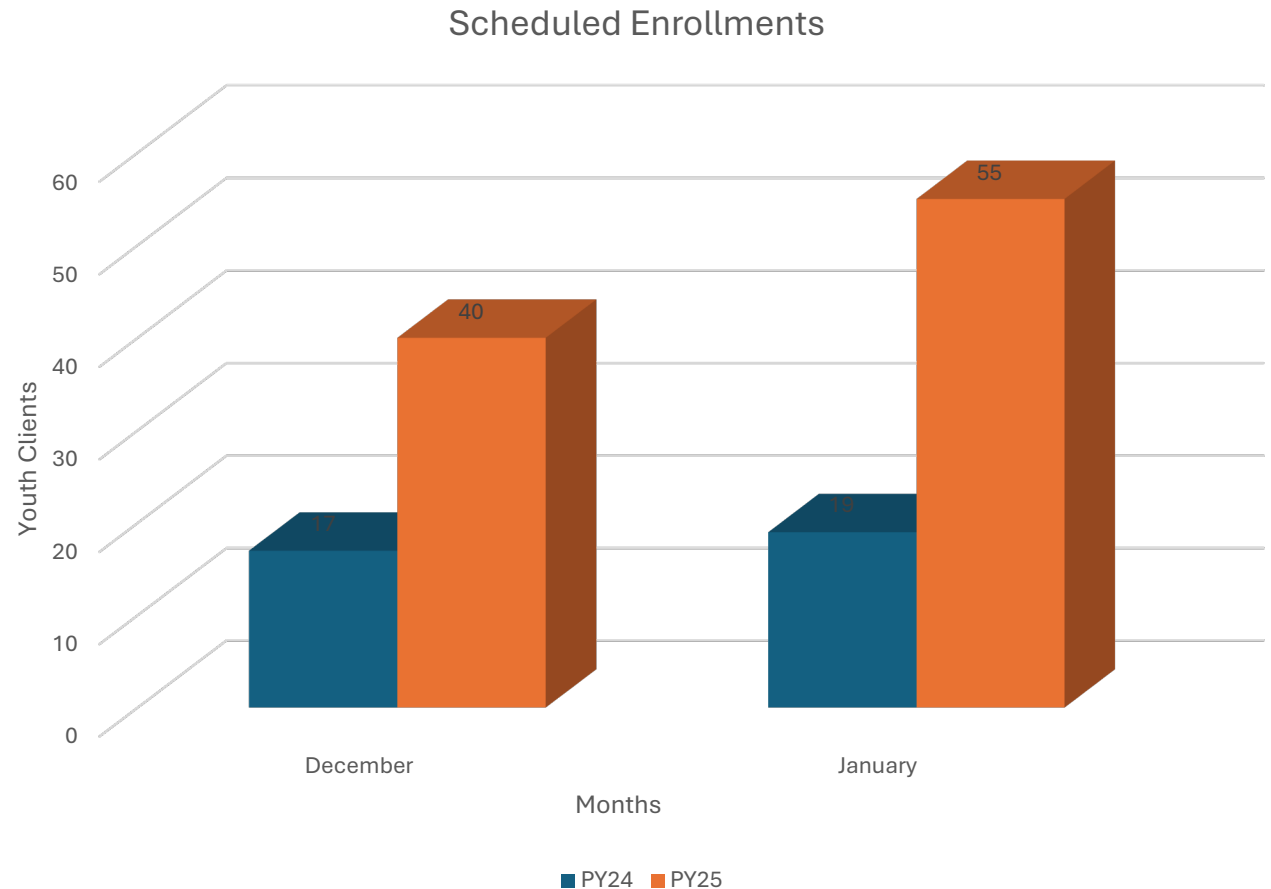
Refresher on New Youth Inquiry Process Flow

- 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

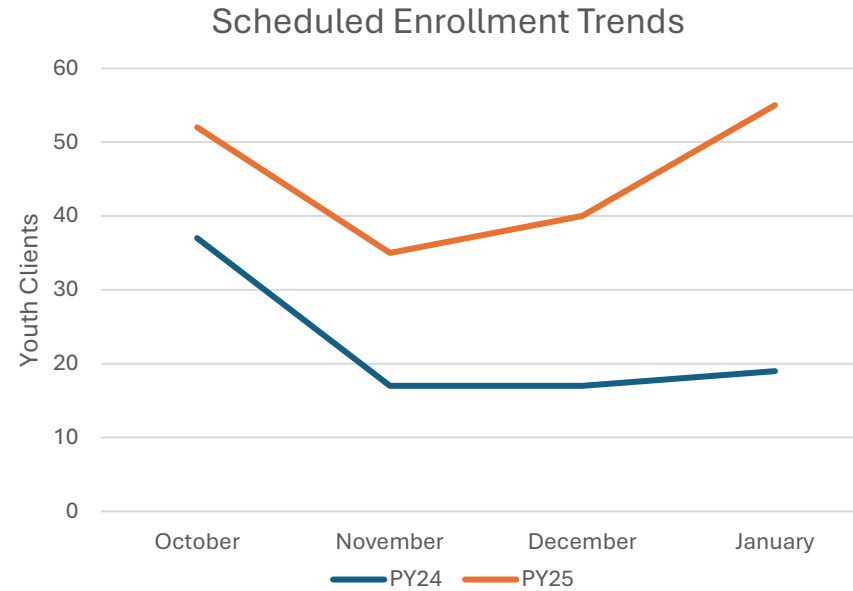
New Youth Process Update

PY24: December-17
PY25: December-40

PY24: January-19
PY25: January-55



Scheduled Enrollment Trends



	October	November	December	January
PY24	37	17	17	19
PY25	52	35	40	55
Growth %	41.00%	106%	135%	189%



Questions?



Information/Discussion Only.

Youth Build - CPLC



A Partnership Between Habitat
for Humanity & Chicanos Por
La Causa

What is YouthBuild?

Develop in-demand job skills and earn credentials in construction

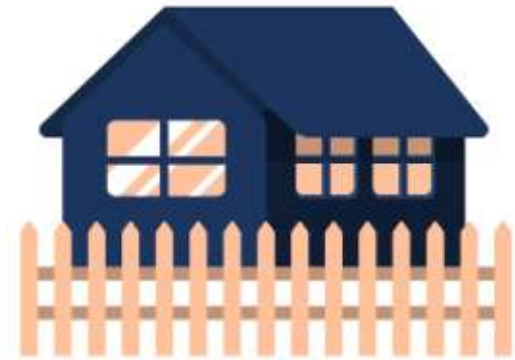
Over 320 YouthBuild programs operate in nine countries

In the United States, 79% of YouthBuild participants earned a high school diploma, equivalency, or other credentials

Since 1978



over **210,000** young people



52 million+ hours of service

How the Partnership Works

- **Habitat for Humanity**
 - Serves as the primary site for hands-on construction training
 - Facilitates supervised job site experience
 - Delivers education services at Habitat for Humanity, Central AZ
- **Chicanos Por La Causa**
 - Leads participant recruitment and enrollment
 - Provides case management & support services
 - Delivers leadership development

Impact At a Glance

Hannah Before YouthBuild

- Entered program at age 23
- High school dropout
- Felt “stuck, lost, and without direction”

During YouthBuild

- Earned High School Equivalency Diploma (GED)
- Completed Habitat for Humanity Construction Pre-Apprenticeship
- Gained hands-on experience at home build sites
- Earned industry certifications:
 - OSHA 10
 - CPR/First Aid
 - Flagging
 - NCCER Core
 - Green Building Awareness

After YouthBuild

- Industrial Apprentice at **Ludvik Electric**
- Building a long-term career in the skilled trades





Build Your Future at No Cost

Earn your High School Equivalency
Diploma if needed

Hands-on construction training

Foundation of skills in construction

Get paid up to \$400/month (for 4
months based on attendance)

Personal protective equipment and
tools are provided

Aligned with Regional Workforce Demand

Safety & Readiness :

OSHA 10- Workplace Safety

CPR – Emergency Response

Core Construction Skills:

NCCER Core

Flagging- Traffic Control

Green & Sustainable Practices :

NCCER- Your Role in the

Green Environment



Program Time



50% of program time in
education services

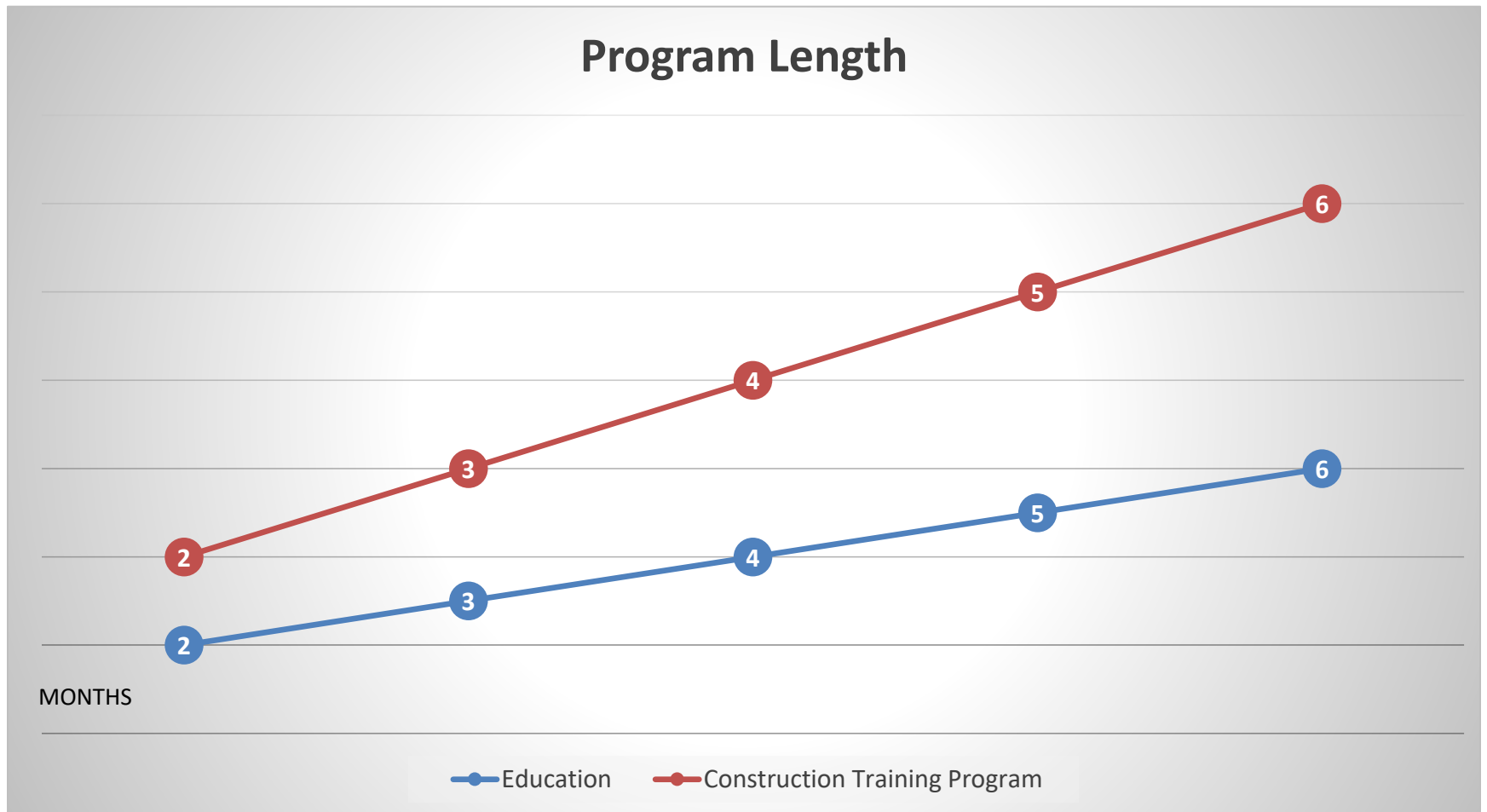


40 % of program time in
workforce training



10% of program time in leadership
development

Timeline



A close-up photograph of a stack of papers, with the edges of the pages creating a strong sense of depth and texture. The papers are slightly aged and have a warm, yellowish-brown tone. The text 'HSE' is overlaid in the center in a white, serif font. The entire image is framed by a thin, hand-drawn red border.

HSE

Leadership Development



Attend **career fairs & apprenticeship expos**



Explore careers based on **interests and goals**



Attend **job fairs & mock interviews** organized by the program



Direct connections with **construction companies**



Exploration of **apprenticeship programs** in skilled trades

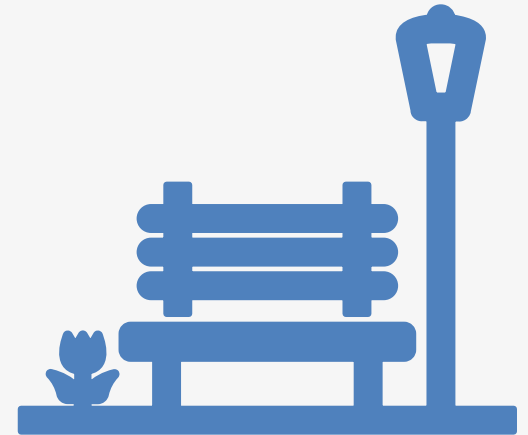


Support

- **No-Cost Education & Training**
- **Career & Life Skills**
- **Strong Support System**
- **Support services available**

Program Schedule & Location

- Monday through Friday, 7:00 AM – 3:00 PM
- Habitat for Humanity CAZ:
2830 W Glendale Ave, Suite #22, Phoenix, AZ 85051
- Commitment to success starts with showing up



Construction trades

- Boiler making
- Carpentry
- Concrete construction
- Construction craft laborer
- Construction technology
- Control center
- Drywall Hangers
- Electrical Apprentice
- General Laborer
- Acoustical Ceiling Installers
- Water proofing/ Caulking Installers
- Tapers
- Heavy Highway Construction
- HVAC Apprentice
- Hydro blasting
- Industrial Coatings
- Industrial Maintenance
- Painting (Industrial/Residential)
- Pipefitting Apprentice
- Pipeline Maintenance



Participant Selection & Readiness Process

- 1. Submit Interest Request
Form**
- 2. Screening**
- 3. Orientation**
- 4. Commitment
Expectations**
- 5. Mental Toughness
Component**





YouthBuild is More Than Training

Let's Build the Workforce Together

YouthBuild - Interest Request
Form- Phoenix & Metro Areas



- Itzel Barajas, Senior Program Case Manager
- Location: 2830 W Glendale Ave, Phoenix, AZ 85051
- Phone: 602-483-2705
- Email: Itzel.Barajas@cplc.org
- Interest Request Form Link: www.TinyURL.com/cplcyb2025



Information/Discussion Only.
Agua Fria Union High School District –
CTE Program Overview



*Phillip Nowlin - Deputy
Superintendent
Agua Fria HS District*

GROWING *With the City*



The district enrollment has grown by approximately

25% SINCE 2021



Proudly Serving

Avondale



CITY OF
Litchfield Park

AGUA FRIA

HIGH SCHOOL DISTRICT



**10,200
STUDENTS**

92%

GRADUATION RATE

90%

TEACHER RETENTION



**100+ COMMITTED
BUSINESS PARTNERS**

A *rated*
DISTRICT



**FASTEST GROWING REGION
IN THE UNITED STATES**



**GOODYEAR HIGH SCHOOL
COMING FALL OF 2025**

PORTRAIT OF A GRADUATE

AGUA FRIA HIGH SCHOOL DISTRICT

INTEGRITY

Consistently make ethical decisions in all situations.

COLLABORATION

Cooperate and contribute to achieve a common goal.

COMMUNICATION

Share clearly, listen carefully, and connect thoughtfully.

CRITICAL THINKING

Question, explore, and analyze information and perspectives.

RESPONSIBILITY

Taking accountability, respecting others, and supporting our community.



What are Academies?

- All students select an Academy & Pathway
- Teachers & Students work in teams
- Teachers provide instructional opportunities to students “through the lens” of their pathway
- Robust Academic & Non-Academic Supports for students (MTSS)
- A shared ownership between schools and the surrounding community



How it works...

Academy Coursework

9th Grade

- *Freshman Experience*
- 9th Grade Courses
- 1 Elective

10th Grade

- *Level 1 Pathway Course*
- 10th Grade Courses
- 1 Elective

11th Grade

- *Level 2 Pathway Course*
- 11th Grade Courses
- 1 Elective

12th Grade

- 12th Grade Courses
- 3 Electives

The Perfect Storm

- 10-year Strategic Plan Development
- A new Superintendent
- A successful Pathways School at Canyon View HS
- Governing Board Support
- Hypergrowth in the Southwest Valley

The logo for Academies of the Southwest Valley, featuring a stylized 'A' in a blue and red square followed by the text 'ACADEMIES OF THE SOUTHWEST VALLEY' in blue and red.

ACADEMIES
OF THE SOUTHWEST VALLEY



***Ford Next Generation Learning
&
Implementation Timeline***

The Ford NGL Framework

A Community-Connected Transformation Model for Students

Transforming Teaching & Learning

- Career-Focused Academics
- Work-based learning
- Learning & work pathways
- Credit opportunities
- Student voice & leadership

Transforming the Culture, Systems, & Structures of Schools

- Teacher teams
- Professional development
- Family engagement
- Systems & structures to support workplace learning
- Supportive policies & practices
- Data systems

Transforming Partnerships Between the Schools & Community

- Governance Systems & Structures
- Community learning resources
- Align workforce demand & district programs
- Shared ownership & accountability
- Communications & marketing

THE FORD NGL ROADMAP

PHASE 5: GO FURTHER

05



03

04

PHASE 4: IMPLEMENT

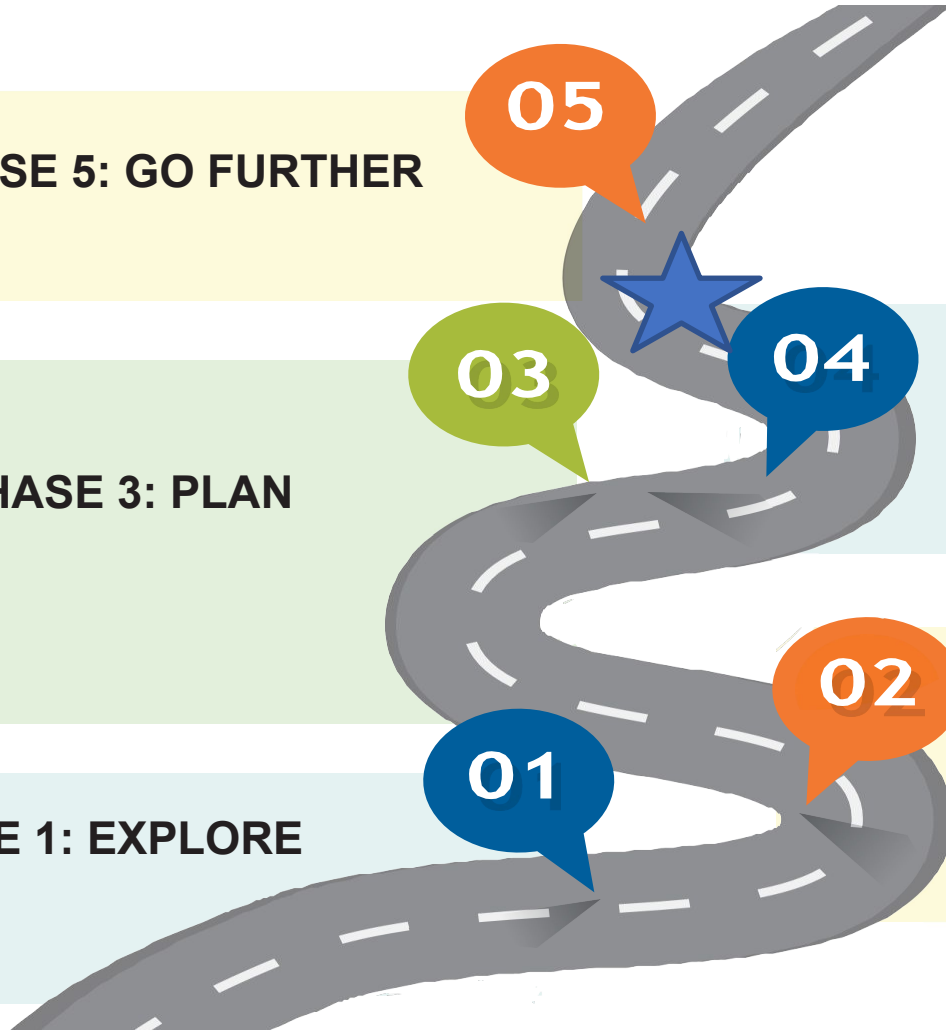
PHASE 3: PLAN

02

PHASE 2: ENVISION

PHASE 1: EXPLORE

01



Semester 2, District Data

**2024-2025 Enrollment 9th Grade Enrollment: 2483 students
(+4.86% increase)**

**# of 2024-25 9th graders with
at least 1 F**

53% decrease (317 v. 150 students)

**Percent Change in # of Freshman Absent
10+ Days**

17% decrease (436 v. 378 students)

**% Change from 2023 to 2024
in TOTAL Suspensions**

19% decrease (2084 v. 1693)

Industry Credentials

**91% increase (409 v. 781 credentials
earned)**



Academies of Agua Fria

FRESHMAN ACADEMY

FRESHMAN EXPERIENCE

Academy of Creative Arts & Media

FILM & TV PRODUCTION

PERFORMING ARTS

VISUAL ARTS

Academy of Business, Design & Technology

GRAPHIC DESIGN

MARKETING/ENTREPRENEURSHIP

CONSTRUCTION TECHNOLOGIES

Academy of Science, Service & Innovation

SPORTS MEDICINE

AIR FORCE JROTC

MENTAL & SOCIAL HEALTH TECHNICIAN



Academies of Canyon View

FRESHMAN ACADEMY

FRESHMAN EXPERIENCE

Academy of Creative Arts & Media

FILM & TV PRODUCTION

LIVE ENTERTAINMENT PRODUCTION

PERFORMING ARTS

VISUAL ARTS

Academy of Business, Design & Technology

GRAPHIC DESIGN

MARKETING

SOFTWARE & APP DESIGN

Academy of Science, Service & Innovation

SPORTS MEDICINE

MEDICAL ASSISTING

AGRISCIENCE

VET ASSISTING

MENTAL & SOCIAL HEALTH TECHNICIAN

Academy Deliverables by the 27-28 School Year

- **ALL AFHSD Students** will have increased access to:
 - Dual Enrollment College Credit
 - Industry recognized credentials
 - Internship Placement throughout the area
- **All AFHSD Students** will have the opportunity to:
 - Complete & Present a Portrait of a Graduate Portfolio as their ECAP
 - Network within the Southwest Valley

AFHSD GUARANTEED EXPERIENCES

Freshman Year (9th)

FRESHMAN CAREER EXPO

FRESHMAN COLLEGE TOUR



Sophomore Year (10th)

POST-SECONDARY
PATHWAY TOUR

PATHWAY SPECIFIC
GUEST SPEAKERS



Junior Year (11th)

WORK-BASED LEARNING
EXPERIENCES

ACCESS TO
INDUSTRY CERTIFICATIONS

ARIZONA TECHNICAL
SKILLS ASSESSMENT

PATHWAY SPECIFIC
GUEST SPEAKERS



Senior Year (12th)

CTE / PROFESSIONAL
INTERNSHIP

PORTRAIT OF A GRADUATE
PORTFOLIO PRESENTATION

MOCK INTERVIEW DAY

POST-GRAD
HIRING EVENT

GRADUATION DIPLOMA
SEALS

Grand Canyon University Post-Secondary Tour

*2,486 9th Graders will visit GCU in
February & March*

*"I can see myself going to college now because I can
see that people like ME go to college."*

*"I think I want to look into college. I never thought I
could do it, but the tour guides helped me realize I can,
and now I feel positive about my future."*

**GRAND CANYON
UNIVERSITY**

Guaranteed Experiences 25-26

9th Grade Experiences

- Career Expo–Sept. 18 @ Phoenix Raceway
- College Visit–January & February with Grand Canyon University

***NEW* 10th Grade Experiences**

- Pathway Guest Speakers–October-March
- Pathway Post-Secondary Visits–October-March

Teacher Field Experience Day–February 2026

- Academy teams visit worksites & develop projects based on their experiences

Freshman Experience

What is it?

- A course for all Freshmen
- A course that focuses on career & self exploration
- A course that introduces students to all pathways on their campus
- A course that gets students connected to their campus
- A course that will be on every campus in 24-25 SY



FORD
NEXT GENERATION
LEARNING 

Community Connected Learning

The Original

ACADEMY PARTNERS



ESTRELLA MOUNTAIN
COMMUNITY COLLEGE



SOUTHWEST VALLEY
CHAMBER OF COMMERCE



LEAD COLLABORATOR



PRESIDENT & CEO OF WESTMARC

Sintra Hoffman

Questions?

PNOWLIN@AGUAFRIA.ORG



Call to Public.



Adjourn.
Next Youth Committee Meeting:
May 5, 2026