



**Phoenix Business and Workforce Development Board
National Model For Mobility Steering Committee Meeting
April 8, 2026
9:00am**

VIRTUAL MEETING

Meeting Information:

CALL IN: 1-415-655-0001 | Access Code: 2348 467 8430#

MEETING LINK:

<https://cityofphoenix.webex.com/cityofphoenix/j.php?MTID=md2e7cc2c387d638b062eb232143b6973>

PASSWORD: YFuHNmiP332

1: Call to Order/ Roll Call

The National Model for Mobility Steering Committee (NMMSC) Chair Meghan McGilvra, will call the NMMSC meeting to order.

Roll call will be completed by Board Staff to ensure a quorum is present.

**2: For Approval: March 11, 2026 National Model For Mobility Steering Committee Minutes
(See Attachment- 3/11/26 National Model For Mobility Steering Committee Minutes)**

The March 11, 2026 NMMSC meeting minutes are recommended for review and approval.

RECOMMENDATION: This item is for information and approval.

3: For Information, Discussion and Possible Action: National Model for Mobility Steering Committee Strategic Plan Tracker (See Attachment- National Model for Mobility Steering Committee Strategic Plan Tracker)

The National Model for Mobility Steering Committee will review the Strategic Plan Tracker and make updates as agreed upon by the committee. The expected outcome is to ensure alignment with current priorities and demonstrate progress toward Board-approved goals.

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

4: Career Pathways

The National Model for Mobility Steering Committee will review career pathway updates presented by ARIZONA@WORK City of Phoenix Business Systems Analyst Justin West.

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 NMMSC 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 NMMSC will determine next steps including further careers pathways to build.

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

5: Matters for Future Discussion

6: Call to The Public & Open Discussion

7: Adjournment

| Committee Name | Status | Goal | Strategy | Action | July 1, 2025 - June 30, 2026 | Completed July 1, 2023 - June 30, 2025 | Impediments/Dependencies |
|--|--------------------|--------|--|--|--|--|---|
| National Model for Mobility Steering Committee | Complete | Goal 1 | 1.1 Raise awareness of workforce services through outreach to adults and youth facing barriers (Maybe in partnership with Instill Hope) | Take actions to strengthen the workforce development system and underpin other actions herein. | Uniform marketing, demonstrate how providers are raising awareness; Collaborate with IHSC to share information through the Community of Practice | Title IB A/DW sitting in community, MCU in community, apprenticeship (youth), One-Stop Operator Outreach Coordinator | |
| | Complete | Goal 1 | 1.2 Provide inspiration, connections, and support to individuals to foster participation in education and career services | Take actions to strengthen the workforce development system and underpin other actions herein; Map Career Pathways for largest, growing employers in target sectors | 9/25: Full Board presentation showing impact of braided funding partnership on Youth programming; Reviewing maps/collecting information for job seekers to make informed training decisions. | ElevateEdAZ, participant success stories | |
| | In Progress/Behind | Goal 1 | 1.3 Simplify access to education and career preparations for individuals facing barriers by involving diverse workforce system partners. | Create a single front door for young people, jobseekers, employers, and providers by collaborating with workforce system partners simplify access to jobseekers, education, and employers. | Support local efforts in skills-first hiring and making the case with employers for skills-first hiring through IHSC collaboration (Community of Practice); Review maps for employers and jobseekers, validate with Board. | National Model: Single Front-Door | Waiting on report from Arizona Community Foundation; send research to committee to understand Skills First Hiring |
| | Complete | Goal 1 | 1.4 Design Career Pathways in partnership with education, focusing on in-demand industries and occupations including entrepreneurship. | Map Career Pathways for largest, growing employers in priority sectors | February 2026: Approved Career Pathways marketing for Home Health Aides; to review more in March and consider how many careers to move forward with. | National Model: Working through career pathways in semiconductor, manufacturing, and healthcare. | |
| | In Progress/Behind | Goal 2 | 2.4 Ensure that workforce services remain relevant, well-known, and used by businesses and job seekers. | Create a single front door for young people, jobseekers, employers, and providers by collaborating with workforce system partners simplify access to jobseekers, education, and employers. | Support local efforts in skills-first hiring and making the case with employers for skills-first hiring through IHSC collaboration (Community of Practice); Review maps for employers and jobseekers, validate with Board. | National Model: Single Front-Door, Workforce Readiness Skills | Need to be able to test delivery method for recommended workforce readiness skills |

Legend

| |
|--------------------|
| Complete |
| On Target/Ongoing |
| In Progress/Behind |
| Stalled |

HOME HEALTH AIDE CAREER PATHWAY

| | HOME HEALTH AIDES | CERTIFIED NURSING ASSISTANTS | LICENSED PRACTICAL NURSES |
|--|---|--|---------------------------|
| SALARY | \$36,480 | \$41,300 | \$70,400 |
| EDUCATION/TRAINING | High School or HSE | High School or HSE, Associate's Degree | Associate's Degree |
| LENGTH OF TRAINING FOR THIS OCCUPATION | 6-8 weeks | 6-8 weeks | 48-51 weeks |
| SALARY TREND FOR THIS OCCUPATION | Up by 10.7% | | |
| TOP SKILLS FOR THIS OCCUPATION | Caregiving, Personal Care, Housekeeping, Communication, Compassion, Lifting Ability | | |
| ETPL TRAINING SOURCES FOR THIS OCCUPATION | Academy On-Demand , Arizona State University, Arizona Western College - La Paz County, CareGiver Training Institute , Glendale Community College, Likework Education, Pima Medical Institute - East Valley Campus | | |
| CERTIFICATIONS FOR THIS OCCUPATION | Certified Nursing Assistant | | |

HIGH IMPACT TRAINING PROGRAMS ARE BOLD. FIND MORE INFORMATION HERE:
[HTTPS://ARIZONAATWORK.COM/JOB-SEEKER-SERVICES/FIND-TRAINING-AND-APPRENTICESHIPS](https://arizonaatwork.com/job-seeker-services/find-training-and-apprenticeships)

MEDICAL ASSISTANT CAREER PATHWAY

| | MEDICAL ASSISTANT | HEALTH INFORMATION TECHNOLOGISTS AND MEDICAL REGISTRARS | MEDICAL AND HEALTH SERVICES MANAGERS |
|--|---|---|--------------------------------------|
| SALARY | \$44,288 | \$46,592 | \$91,520 |
| EDUCATION/TRAINING | High School or HSE, Associate's Degree | High School or HSE, Associate's Degree | Bachelor's Degree |
| LENGTH OF TRAINING FOR THIS OCCUPATION | 6 months to 1 year | 6 months to 2 years | 6-8 months |
| SALARY TREND FOR THIS OCCUPATION | Up by 15.2% | | |
| TOP SKILLS FOR THIS OCCUPATION | Medical Assistance, Vital Signs, Caregiving, Electronic Medical Records, Communication, Customer Service | | |
| ETPL TRAINING SOURCES FOR THIS OCCUPATION | Accelerated Pathways Career College, Allen School of Health Sciences, Altrain Medical and Dental Assisting Academy, LLC, Arizona School of Medical Assistant, Arizona State University, Arizona Western College - La Paz County, Pima Community College | | |
| CERTIFICATIONS FOR THIS OCCUPATION | Certified Medical Assistant or Registered Medical Assistant | | |

AS OF MARCH 2026, THE STATE OF AZ HAS NOT EVALUATED ANY OF THE LISTED ETPL TRAINING SOURCES AS HIGH IMPACT TRAINING. FIND MORE INFORMATION HERE: [HTTPS://ARIZONAATWORK.COM/JOB-SEEKER-SERVICES/FIND-TRAINING-AND-APPRENTICESHIPS](https://arizonaatwork.com/job-seeker-services/find-training-and-apprenticeships)

SEMICONDUCTOR TECHNICIAN CAREER PATHWAY

| | SEMICONDUCTOR TECH | PROCESS ENGINEERING | EQUIPMENT ENGINEERING |
|--|--|------------------------------------|------------------------------------|
| SALARY | \$45,700 | \$84,000 | \$84,000 |
| EDUCATION/TRAINING | High School CTE certification, Associate's Degree, Post HS Certificate program | Bachelor's Degree, Master's Degree | Bachelor's Degree, Master's Degree |
| LENGTH OF TRAINING FOR THIS OCCUPATION | 1-2 years | 4 years | 4 years |
| SALARY TREND FOR THIS OCCUPATION | Up by 104% | | |
| TOP SKILLS FOR THIS OCCUPATION | Semiconductors, Personal Protective Equipment, Project Management, Manufacturing Processes, Problem Solving, Communication, Trouble Shooting | | |
| ETPL TRAINING SOURCES FOR THIS OCCUPATION | Estrella Mountain Community College, Grand Canyon University, Maricopa Corporate College, Mesa Community College, Yavapai College | | |
| CERTIFICATIONS FOR THIS OCCUPATION | Electronics Assemblies, Soldering Processes | | |

AS OF MARCH 2026, THE STATE OF AZ HAS NOT EVALUATED ANY OF THE LISTED ETPL TRAINING SOURCES. FIND MORE INFORMATION HERE: [HTTPS://ARIZONAATWORK.COM/JOB-SEEKER-SERVICES/FIND-TRAINING-AND-APPRENTICESHIPS](https://arizonaatwork.com/job-seeker-services/find-training-and-apprenticeships)