

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

**May 5, 2026
1:00 p.m.**

Members Present:

Neda Boyce
Janice Bradford
Kristin Emery
Scott Holman

Meghan McGilvra
Alison Rapping
Claudia Reilly

Public Attendees:

Gregg Bach
Mark Carlisle
Dominic Cota
Thomas Flynn
Mari Hicks
LaSetta Hogans

Hayden Maynard
Jovanna Parkhouse
Demitria Robles
Justin West

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

1. Call to Order / Roll Call:

The Phoenix Business and Workforce Development Board (Board) National Model for Mobility Steering Committee (NMMSC) Chair, Meghan McGilvra, called the May 5, 2026, meeting to order at 1:01 p.m. Roll call was completed, and a quorum was met with 7 members present.

2. National Model for Mobility Meeting Minutes:

NMMSC Member Claudia Reilly motioned to approve the March 11, 2026, National Model for Mobility Steering Committee meeting minutes, NMMSC Member Kristin Emery seconded.

Neda Boyce, Janice Bradford, Scott Holman, Meghan McGilvra, and Alison Rapping voted to approve. The motion passed.

3. NMMSC Strategic Plan Tracker

NMMSC Chair Meghan McGilvra shared the NMMSC Strategic Plan Tracker with the committee. She shared that the committee would review the work that

the committee has done and recommendations for how the work can be moved into the next strategic plan, if it should be.

- **Workforce Readiness:** Meghan shared that the committee identified core competencies and the committee had tried to test delivery methods. The committee decided that they can let the workforce service providers decide the model of delivery, if they include the recommended competencies.
- **Career Pathways:** Meghan shared that ARIZONA@WORK City of Phoenix Data Manager Justin West will share updated infographics. NMMSC Member Neda Boyce suggested that they should consider if they should have a hub to collect the career pathway work that is already out in the workforce ecosystem. NMMSC Vice-Chair Scott Holman said that he believed the work should continue and the information that is being developed elsewhere should be centralized.
- **Skills First Hiring:** Meghan shared that the committee had taken time to learn more about Skills First Hiring initiatives and to share information with others. NMMSC Member Claudia Reilly shared that she sees the value in skills first initiatives as they align with her company practices. The committee shared they believed that skills first language can be incorporated in moving forward the career pathways work.

NMMSC Member Alison Rapping motioned to recommend continuing the career pathways work into the Board 2026-29 Strategic Plan, through continued development of in-demand entry-level position pathways and through development of a centralized hub with career pathway information and that skills first language be used in development of pathways, NMMSC Member Janice Bradford seconded the motion.

Neda Boyce, Kristin Emery, Scott Holman, Meghan McGilvra, and Claudia Reilly voted to approve. The motion passed.

4. Career Pathways:

ARIZONA@WORK City of Phoenix Business Data Specialist Justin West shared the updates pathway infographics for home health aides, medical assistance, and semiconductor technicians:

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)

DRAFT

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)

DRAFT

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)

Justin shared that he worked with NMMSC Vice-Chair Scott Holman s on the Semiconductor Technician pathway, to use information that wasn't available through Lightcast to develop a more accurate representation of the semiconductor technician pathway. He pointed out that due to NMMSC feedback, programs that are considered high-impact training (HIT) through the Office of Economic Opportunity (OEO) training impact dashboard have been identified on the infographic. He did point out that there are no programs that have been monitored as HIT for the Medical Assistant or Semiconductor Technician, but when the training programs meet the threshold for OEO reporting, that may change. NMMSC Chair Meghan McGilvra asked if staff could ask the state if there is funding to continue updating the training dashboard for the foreseeable future.

NMMSC Member Alison Rapping asked that going forward the Board consider if the pathways are available to populations with barriers to employment and also to ensure the information that is developed is widely available.

5. **Call to the Public:**
None

6. **Future Agenda Items:**
None

7. **Adjournment:**
NMMSC Chair Meghan McGilvra adjourned the meeting at 1:35 p.m.

DRAFT