



## WORKFORCE ARIZONA COUNCIL – FULL COUNCIL AGENDA

Tuesday, November 29<sup>th</sup>, 2022

1:00 pm – 3:00 pm

Hybrid Meeting via Zoom and ACA Conference Room, 100 N. 7th Ave., Phoenix

<https://azcommerce.zoom.us/j/93821718715>

### Members Present:

Supervisor Bill Gates- Maricopa County Board of Supervisors  
Mark Gaspers- Boeing  
Alexander Horvath- Tucson Medical Center  
Willard James- Centene  
Brian Rice- HonorHealth  
John Walters- Liberty Mutual  
Audrey Bohanan- Adalente Healthcare  
Randall Garrison- FenTek Industry  
David Martin- Arizona General Contractors  
Thomas Winkel- Arizona Coalition for Military Families  
Sheryl Hart- Arizona Dept. of Education  
Michael Wisheart- Arizona Dept. of Economic Security  
Kristen Mackey- Arizona Dept. of Economic Security  
Jeff Fleetham- Arizona Registrar of Contractors

### Members Absent:

Governor Doug Ducey- Governor of Arizona  
Senator Sine Kerr- Arizona Senate  
Representative Justin Wilmeth- Arizona House of Representatives  
Larry Hofer- Cox Communications  
Todd Graver- Freeport McMoRan  
Bobbi D. McCormack- CP North America  
Karla Moran- SRP  
Danny Seiden- Arizona Chamber of Commerce & Industry  
Dennis Anthony- Arizona Public Service TD&C Operations  
Greg Anderson- Summit Healthcare Services  
Jackie Elliott- Central Arizona College  
Cathie Raymond- Arizona Dept. of Education  
Sandra Watson- Arizona Commerce Authority  
Debra Margraf- Arizona Chapter NECA

### 1. Call to Order

The Full Council meeting is called to order at 1:08 pm. Roll Call taken by Erin Gallagher

### 2. Welcome and Success Story

Chair Mark Gaspers welcomes everyone to the 2022 Q4 Full Council meeting. Mark highlights the success story shared by ARIZONA@WORK Yuma County and their continued partnership with Dole Food Productions. The ARIZONA@WORK Business Team has coordinated business recruitment events and annual Agricultural Job Fairs. The last job fair recruited 286 job seekers, and in November 2022, about 269 employees have been on boarded.

### 3. Call to the Public

Yuma County- Nidia Herrera, Yuma County Board Director, provided an update on Arizona Workforce Associate and inform the council members that they continue to support 19 tribes to help them move forward and believe the NTN play a huge role providing services for the community.

Yavapai County- Teri Drew, Yavapai County Board Director: Thank you to Maricopa County Chairman Bill Gates to all he has done and continues to do for Arizona.

#### 4. **Full Council Minutes Approval, August 30<sup>th</sup>, 2022**

John Walters motions to approve the previous Full Council meeting minutes. Will James seconds the motion to approve the minutes. Motion passes unanimously.

#### 5. **AZ NEXT Presentation-Rob Buelow, ASU**

Rob Buelow sharing about the AZ NEXT Program. ARIZONA Workforce training accelerator partnership with jobs. 2 US DOL grant sponsored programs and the goal is to sustain a workforce structure and identifying what is needed to build and meet needs of workforce systems. Work with them to identify which skills are needed and build training programs or boot camps with the idea to meet solutions. AZ NEXT represents minority communities, it is not just an ASU Program.

207 have enrolled in program. 141 in apprenticeship. Over 100 have completed training programs and enrollment has increased 270%. Demographic breakdown of participants- 64% male, 34% female.

**Website:** [aznext.pipelineaz.com](http://aznext.pipelineaz.com) **Email:** [AZNext@asu.edu](mailto:AZNext@asu.edu)

##### **Discussion/Feedback:**

Mark Gaspers: What is the best way for employers to reach graduates when exiting the program?

Rob Buelow: Rob shared he is happy to speak with employers about exiting graduates and that workforce placement is part of the process AZ NEXT can support.

Mark: Is there a way for the industry partners to contact or communicate with students and connect before graduation?

Rob: Yes, we are looking to get more industry partners involved. Employer Roundtable is part of this program and it allows continued partnership and communication for graduates and industry partners.

Kristen Mackey: Do you have any information about participant with disabilities? Are there accommodations for those with disabilities?

Rob: Currently, that data was not available, but it may be an area the program would like to reach more. As far as accommodations, they can make tailored programs that are unique to participant and happy to give more support in this area.

Jeff Fleetham: Are there any incentives to participating companies to hire these employees while they are in the program, similar to simulated work experience or an 'earn while you learn' program for work based learning?

Rob: Employer partners have cost funding involved and it is funded through AZ NEXT and have instructors for it. There is no charge to employers. Yes, there is a similar earn while you learn aspect, AZ NEXT can offset some of the cost.

#### 6. **Workforce Team Updates, Stacey Faulkner**

##### **a. New Staff Introductions**

Stacey welcomes new staff member Kennedy Riley as the new Performance Manager on the OEO Workforce Team. Kennedy came from Maricopa County. Kennedy's main projects and responsibilities are updating council policies, procedures, preparing the annual report, tracking state performance, and identifying areas of improvement.

##### **b. Policy Revisions**

Stacey reports that Ken Mall with EDSI is continuing to support ARIZONA@WORK brand policy. Working to create a plan by 1<sup>st</sup> quarter and complete the project by March 2023. Policies are due for revision and should be revised annually as a goal. Partner with DES Policy Administration and Program staff, which is very important and other program staff as other policies may affect DES policy. The deadline is set for Q1 in 2023.

Also establishing Workgroups in 2023 lead by Workforce staff.

### **c. Council Annual Report**

Stacey shares that the Annual report will be due December 1<sup>st</sup> to the Governor's Office and Legislature. Performance of Title Programs and Community College Districts a very comprehensive review of all of our partners along with council and committees.

The timeline: MARCOM edits and 1st draft for review was on November 9<sup>th</sup>.

The final edits were due November 10<sup>th</sup>-15<sup>th</sup>, approved on the November 16<sup>th</sup>

Send to print by November 23<sup>rd</sup> and final delivery of print will be November 30<sup>th</sup>. Robert Garcia with OEO will drop off the Annual Report to the Arizona Legislative Office and the Governor's Office by December 1<sup>st</sup>.

Required to deliver 50 hard copies. There will be an electronic version sent to all Council and partners. There will be hardcopies available at the Convening on December 8th.

### **d. AZ Quest Grant**

Arizona QUEST \$15 million award submitted by OEO on behalf of 6 local colleges and areas to support dislocated workers

6 Local Workforce Development Areas: Cochise, Maricopa (City of Phoenix), Mohave/La Paz, Pima, Yavapai, and Yuma

1500 participants will be served and it supports the dislocated workers, impacted by COVID-19. The focus is mainly on: Partnerships and Outreach, Business Engagement, Employment and Training.

Industries that the Grant will support: Healthcare, Manufacturing, Logistics, and Professional, Scientific and Technical Services.

### **e. Local Plan Modifications (Vote)**

Final Drafts Received: 7

- City of Phoenix
- Maricopa County
- Mohave / La Paz
- Pima County
- Santa Cruz County
- Southeastern Arizona
- Yuma County

Final Draft pending CEO approval

- Coconino County – December 6<sup>th</sup> pending CEO approval

Remaining Local Areas

- Nineteen Tribal Nations
- Northeastern Arizona – submitted 2 extension requests and not meeting initial deadlines. Based on NEAZ not approved by DES we found it appropriate to give NEAZ a formal letter that we need the final plan submitted and approved by 12/31. This will allow us to get this item on the agenda for the Q1

**Action Item:** Full Council will vote to approve 7 Local Plan Modifications, conditionally approve Coconino County pending CEO approval on 12/06, and a formal letter to NEAZ with 12/31 deadline for local plan modifications.

Jeff Fleetham moves to approve the motion. Audrey Bohanan seconds the motion. The motion passes unanimously

## **7. Nineteen Tribal Nations (NTN) Local Workforce Development Board (LWDB) Update, Tom Colombo**

Since 2019, DES has worked with the NTN to designate one entity as the Fiscal Agent.

Pascua Yaqui Tribe (PYT) was approved by the NTN in 2020, but never fully assumed responsibility and notified the NTN that the tribe could no longer serve as the Fiscal Agent in May 2022.

DES and NTN approached 3 non-profits - Local First Arizona, Inter Tribal Council of Arizona, and the Phoenix Indian Center - but all declined.

In the meantime, DES is working with NTN Chair Banuleos and Executive Director Fraijo to continue to provide services throughout the 13 tribal nations and bringing NTN close into compliance.

DES issued separate grant agreements for PY21 adult and youth funding to the 13 tribal nations to continue services.

The Salt River Pima-Maricopa Indian Community agreed to receive the NTN Board funds through Sept. 2022. These funds were used to pay the Executive Director and 3 Staff.

Recently, the Gila River Tribe agreed to receive the funds for November through April 2023.

DES issued correspondence to update the following individuals, Kristine Firethunder, Director, Governor's Office of Tribal Relations, and Cindy Ptak, Governor's Office, Program Manager, Arizona Infrastructure and Jobs Act Task Force and the 13 tribal leaders of the NTN tribes.

DES is conducting an RFI to send their interest into us to send viable information. Once the Fiscal Agent determined, NTN should be a success.

## **8. Committee Reports**

### **a. Strategic Communication and Partnership Committee Update, Supervisor Bill Gates**

A draft of the Brand Policy has been completed, it includes research of policies from more than 20 states. Currently it is under review with internal stakeholders, Bill Gates is really pleased to see how it is moving along. We do plan to post for public comment, and looking forward to it. Moving to plan to post for public comments late October/early November. Brand policy refers to the Brand Style Guide. Bill is very excited to discuss the convening information and all the great things that the event will hold.

Annual Council Convening:

December 8th, 2022- Location: West Mec SW Campus, Buckeye 10am-3pm. The event's main focus will be on Broadband, Apprenticeships and CTE Programming.

### **b. Performance and Accountability Update (Vote), Chair John Walters**

Employer Measures- Notice of Proposed Rulemaking (NPRM)

- Proposal to revise the text of the WIOA regulations to use *Retention with the Same Employer* as the performance indicator used to define effectiveness in serving employers for all six WIOA core programs. The data for all 6 core programs will be combined into one measure
- Provided the rationale used by DOL and DOE for choosing the one approach over the others two and their plans for implementation
- DES submitted comment on November 14, 2022

Yuma County Waiver

- Business vacancy waiver request
- WIOA Local Governance Policy
  - Must be filled within 120 days
  - Extension request sent October 6th, 2022- Seeking waiver through December 31, 2022

**Action Item:** Vote to approve the waiver request through December 31st, 2022.

Audrey Bohanan moves to approve the waiver request sent. Jeff Fleetham seconds the motion. The motion passes unanimously.

**c. Quality Workforce Committee Update, Chair Audrey Bohanan**

Approve meeting minutes- August 2nd Committee Meeting by Full Council on November 29<sup>th</sup>.

**Action Item:** John Walters moves the approval of the Quality Workforce Committee minutes to the Full Council for full approval. Audrey Bohanan seconds the motion. The motion passes unanimously.

ACRC update, the RFP issued, closed Nov. 4th for 5-year continuation of full program and will be processed to be finalized by Jan. 2023. Digital Literacy is trending and Professional Skills Certificate is on the rise.

Apprenticeships Update

Final Rule to Rescind the Industry Recognized Apprenticeship Program (IRAP). Effective November 25, 2022. This will move back to registered apprenticeships (RA), to create good paying jobs with reliable pathways.

Arizona Education Job Fair and Career Expo: February 4th, 2023 8am-2pm. Resume and Interview workshops are available. If more information is needed reach out to Carrie Brown, AZDE Event Coordinator. Email: [Carrie.Brown@azed.gov](mailto:Carrie.Brown@azed.gov) Link to register: [bit.ly/3ChPQob](https://bit.ly/3ChPQob)

**9. Council Restructure , Stacey Faulkner (Vote)**

Committees vs. Workgroups -- Beginning 1st Quarter 2023

- Effectiveness and Efficiency
- Statewide Collaboration

Strategic Plan

- Initiatives and Priorities of the Council
- Compliance vs. Statewide Expectations and Impact, focusing more on intentions and the impact.

Workgroups will allow more area and flexibility to focus on one initiative or priority and move these forward. The Council has become more compliance focused currently and should be more collaborative, to conquer initiatives and move priorities forward. We would not need to have quorum, or follow open meeting laws, and allows a lot of flexibility. Creating these work groups will focus on enhancing our services that we are providing to Arizona. These workgroups will be led by members of the OEO Workforce team.

The Workforce Arizona Council would still be need to be effective, as well as the support from the boards. There would still be the need for the Executive committee and Full Council for compliance items and recertification. It will also allow workgroups to develop and focus on initiatives in the strategic plan.

The dotted lines on the slide indicate, that these initiatives will cross paths at some point and shows some flexibility. Additional workgroups can be created or removed as needed. This will allow more flexibility and focus in real world time situations. Stacey Faulkner has spoken with ombudsman office and with OEO leading the workgroups, there is not a requirement to follow open meeting law as closely. However, all information will be posted to the public and to the council on the ARIZONA@WORK website.

Who can join workgroups?

Not open to the general public, it is open to other community partners and participation to share creativity and be intentional. Overall, workgroups are innovative and will allow us to have more engagement across the state. Council Priorities may be included in the strategic plan.

### **Feedback/Discussion:**

Mark Gaspers: Re-emphasizes that the work that has been done and all the work continuing to be done will still take place in an open meeting forum, and anything that requires a decision the workgroups would still flow through an Executive and Full Council meetings. In addition, Mark is requesting the council members will please remain engaged with at least one workgroup. The intent is to bring business, and communities together to find solutions.

Stacey: We are asking for partnership participation to help us develop strategic plans and initiatives that are important to the council.

Sheryl Hart: Appreciates the concept of the workgroup and the desire to be more inclusive with the community. Can other staff members engage in these different workgroups?

Mark Gaspers: Yes, the goal is to ensure that all have the opportunity to engage across the board and we are able to tap into the most relative individuals and subject matter experts for those workgroups.

Thomas Winkel: Expresses his support of this Council Restructure. What are some of the other populations of workgroups going to fall?

Stacey: There will be the option to create as many as needed in order for the work to be completed.

Jeff Fleetham: Expresses his support of the Council Restructure. The work based learning area, CTE, adult learning program, and work based learning giving opportunity to students before they complete their education. Would like to ensure that this process is done in a way that does not create any isolation of groups and creating integration among groups.

Mark/Stacey: Yes, that is the intent for no isolation and to open more communication.

Audrey Bohanan: How is this transition being made logistically in a step by step way to create this process successfully? How will workgroups measure effectiveness and compliance connecting with boards across the state?

Stacey: First, need to develop strategic plan by the first quarter and this will drive how the council moves forward. This will call for some policy changes, but one important area to mention is that the current executive committee is made up of other committee chairs. The bylaws need to be revised to support this model of workgroups. The goal is to have something in place by end of the first quarter, which would be March 2023.

**Action Item:** Vote to approve the Council Restructure, dissolving all committees with the exception of the Executive committee and Full Council to create OEO led workgroups. Sheryl Hart motions to approve the motion. Thomas Winkel seconds the motion. Motion passes unanimously.

### **10. Council Updates, Mark Gaspers**

Mark discusses the upcoming Council Priorities for the Strategic Plan in 2023. Areas of focus are:

- Broadband: Surface Transportation Construction, Electric Vehicle Charging Infrastructure, Digital Equity
- Apprenticeship: Healthcare Pipeline
- Work Based Learning
- Integrated Service Delivery
- Continuous Improvement
- Youth Services: CTE, STEM, K-12 Education
- Semiconductor and Advanced Manufacturing

- Rural/Tribal Workforce Development
- WIOA Reauthorization
- Research and Evaluation- WIOA

Audrey Bohanan: Comments about looking forward to the Council restructure and looking forward to a successful 2023.

Sheryl Hart: There will be a transition with a new super intendent for education in Jan. 2023 and Sheryl's representation in Title II may change.

## **11. Adjournment**

Audrey motions to adjourn the meeting. Brian Rice seconds the motion. Motion passes unanimously. Meeting ends at 2:32pm.

*Pursuant to A.R.S. § 38-431.02, notice is hereby given to members of the Workforce Arizona Council Full Committee and to the general public that the Committee will hold a meeting, open to the public, on **Tuesday, November 29th, 2022 at 1:00 pm.** via Zoom. For more information, please call (480) 798-4809.*

*Persons with a disability may request reasonable accommodation, such as a sign language interpreter, by calling (480) 904-0826. Requests should be made as early as possible to allow time to arrange the accommodation. A copy of the material provided to Committee members (with the exception of material relating to possible executive sessions) is available for public inspection at the Office of Economic Opportunity, located at 100 N. 7th Avenue, Suite 400, Phoenix, AZ 85007.*

*Under A.R.S. § 38-431.03(A)(3), the Committee may vote to go into executive session, which will not be open to the public, for the purpose of obtaining legal advice on any item on the agenda. At its discretion, the Committee may consider and act upon any agenda item out of order. Members of the Committee may appear by telephone.*