PHOENIX BUSINESS AND WORKFORCE DEVELOPMENT BOARD

BUSINESS AND WORKFORCE ENGAGEMENT COMMITTEE

Meeting Minutes

**VIRTUAL MEETING**

**December 17, 2020**

**9:00 a.m.**

**Members Present:**

Susan Ciardullo

Nick DePorter

James Frolov

Kaaren-Lyn Graves

Fred Lockhart

Jesus Love

Brandon Ramsey

Patrick Winters

**Public Attendees:**

Mary Alejandro

Christina Edwards

Veronica Gavotto

LaSetta Hogans (PBWDB Exec. Dir)

Al Jernigan

Hayden Maynard

James Montoya

Christina Quijada

Rob Stenson

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

1. **Call to Order / Roll Call:**

The Business and Workforce Engagement Committee (BWEC) Chair, Jesus Love, called the December 17, 2020 meeting to order at 9:01 a.m. Roll call was completed and a quorum of eight members were present.

1. **Approval of November 19, 2020 Business and Workforce Engagement Committee Meeting Minutes:**

**BWEC Member Nick DePorter motioned for approval of the November 19, 2020 Business and Workforce Engagement Committee (BWEC) minutes, BWEC Vice-Chair James Frolov seconded.**

**Susan Ciardullo, Kaaren-Lyn Graves, Fred Lockhart, Jesus Love, Brandon Ramsey and Patrick Winters voted to approve. No members were opposed.**

1. **Virtual Manufacturing Industry Event Wrap-Up:**

BWEC Chair Jesus Love summarized the December 9, 2020 Virtual Bagels and Business Industry Impact Roundtable that focused on the advanced manufacturing sector. He shared that 34 people attended the event. BWEC Member Susan Ciardullo asked if they were able to determine how many attendees were from businesses, how many from workforce partners, and how many were training providers. ARIZONA@WORK City of Phoenix Business Engagement Supervisor Rob Stenson shared that nine RSVPs were from businesses, seven from training providers, and 14 were from workforce partners. Jesus shared that the event consisted of opening remarks from Phoenix Business and Workforce Development Board (PBWDB) Chair Audrey Bohanan, a presentation about the advanced manufacturing sector from Rob Stenson, and a three-person panel that included Mark Lashinske, Roshani Dubel, and Leah Palmer. The panelists spoke about recruiting and training challenges from the business and education perspectives.

The BWEC discussed scheduling the next Bagels & Business event for March 17, 2021. They proposed the focus be business rights in regards the legalization of recreational marijuana in Arizona. Rob Stenson suggested having a labor attorney who has written articles regarding medicinal marijuana and business rights come speak. The BWEC discussed inviting a company that already tests for legal substances, like nicotine, before hiring candidates. Jesus Love suggested sampling companies from the PBWDB targeted sectors before the event and asking them how they plan to respond to the legalization of recreational marijuana. BWEC Vice-Chair James Frolov suggested looking at states where recreational marijuana use is already legal, like Colorado, where employers were unable to find job candidates able to pass drug tests and had to hire from outside the state. Susan Ciardullo asked what the benefit would be for BWEC and ARIZONA@WORK City of Phoenix to host this topic, with no obvious tie-in to ARIZONA@WORK services. Rob Stenson said they would be able to talk about ARIZONA@WORK services during the event. BWEC Member Nick DePorter and BWEC Ad-Hoc Member Patrick Winters volunteered to work with staff to plan the event.

**BWEC Member Susan Ciardullo motioned to schedule the next virtual Bagels & Business focused on business rights regarding the legalization of recreational marijuana in Arizona on March 17, 2021, BWEC Vice-Chair James Frolov seconded.**

**Nick DePorter, Kaaren-Lyn Graves, Fred Lockhart, Jesus Love, Brandon Ramsey and Patrick Winters voted to approve. No members were opposed.**

1. **Labor Market Report: The Impact of COVID-19:**

ARIZONA@WORK City of Phoenix Business Engagement Supervisor Rob Stenson shared two reports detailing the impact of COVID-19 on the Phoenix Metro Area workforce and unemployment. ARIZONA@WORK worked with the Arizona Office of Economic Opportunity (OEO) to gather the data for the reports. The information collected was pulled by industry, occupation, and key demographics. At the beginning of COVID-19 restrictions, healthcare was slightly impacted until elective procedures and non-emergency visits were allowed again. Any occupation with in-person contact was negatively impacted by COVID-19 restrictions and economic projections show that through 2029, direct-contact occupations will be the most impacted long-term.

Long-term unemployment does not appear to be negatively impacted, as had been anticipated by economists. The report reinforces that individuals in the accommodation industry are the most impacted by COVID-19, but they also have the most transferrable skills to make them attractive for positions in other industries. BWEC Vice-Chair James Frolov asked if people have accepted new positions for less pay, Rob Stenson said that the only data he could find is that the female workforce is conditionally paid less than male counterparts and COVID-19 has compounded that. Typically, during a recession, it takes ten years to recoup lost wages during a recession. Rob said that innovation is at an impressive level, and job postings are at a high level, so the opportunities are there for jobseekers to transfer into new industries, however employers are not reducing skill-levels required to hire participants.

In February 2020, the Bureau of Labor Statistics (BLS) did not produce 2029 economic projections despite knowing that COVID-19 would have an impact on the calculations. The BLS offered calculations based on a moderate impact and strong impact from COVID-19 restrictions. Anything with in-person contact are projected to see a significant impact. The national prediction for commercial construction is negative, but the Phoenix Metro Area is anticipating that any impact to commercial construction will be negligible. The outlook for professional scientific and healthcare fields is positive.

1. **Committee Liaison:**

The BWEC Vice-Chair Brandon Ramsey suggested a liaison attend the other PBWDB committees or review their minutes, to understand what work the committees are doing, to help guide BWEC strategies. He suggested reviewing committee work at a high-level every meeting to foster collaboration between committees. BWEC Chair Jesus Love agreed to review Program Excellence Committee (PEC) and Communications and Outreach Committee (COC) minutes with staff and bring relevant information to the BWEC meeting. PBWDB Executive Director LaSetta Hogans shared that the COC is considering a plan to share information between committees, as well.

**Kaaren-Lyn Graves left the meeting at 10:23 a.m.**

1. **Business and Workforce Engagement Committee Strategic Plan Review:**

**Strategy 4: Leverage Labor Market Information to inform decisions and strategic impact of Workforce Development.**
BWEC Ad-Hoc Member Patrick Winters shared information about the advanced manufacturing industry. He shared that Arizona Job Connection (AJC) does not have a report that details the number of advanced manufacturing jobs filled, but the site is undergoing a conversion so that report might be available at some time. BWEC Vice-Chair Brandon Ramsey shared information from the Numbers@Work and Labor Market Information (LMI) that were relevant to sector discussion points. Patrick suggested considering transportation as a potential barrier to employment. Patrick and Brandon were asked to add “Convene outreach from in-demand industries to serve vulnerable populations”, Patrick and Brandon suggested removing vulnerable populations and adding removing barriers to employment.

**James Frolov left the meeting at 10:37 a.m.**

There were no updates to strategy 5 and strategy 6.

1. **Committee Update Report:**

BWEC Chair will report about the committee minute review to foster greater collaboration and scheduling the next Bagels & Business for March 17, 2021.

1. **Matters for Future Discussion:**

Insurance Industry Sector Transition
Year-End Reports from LinkedIn

Bagels & Business Survey

1. **Call to the Public:**

None

1. **Adjournment:**

**BWEC Member Susan Ciardullo motioned to adjourn the meeting, BWEC Ad-Hoc Member Fred Lockhart seconded.**

**Nick DePorter, Jesus Love, Brandon Ramsey, and Patrick Winters approved the motion and the meeting was adjourned at 10:48 a.m.**