

NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION
PINAL COUNTY WORKFORCE DEVELOPMENT BOARD
SUMMARY OF AGENDA FOR MEETING
Thursday, September 15, 2022

2:00 PM - CALL TO ORDER

PINAL COUNTY ADMINISTRATIVE COMPLEX
CONFERENCE ROOM (1st FLOOR)
135 N. PINAL STREET
FLORENCE, AZ 85132

BUSINESS BEFORE THE BOARD

- (1) Roll Call and Introductions
- (2) **CONSENT ITEMS:** *All items indicated by an asterisk (*) will be handled by a single vote as part of the consent agenda unless a Board Member or Board Staff objects at the time the agenda item is called.*

**A. Discussion/approval/disapproval of the PCWDB August 18, 2022 Meeting Minutes.*
- (3) **Presentation of Board Chair Report**
 - a. Discussion/approval/disapproval for the selection of a venue for the planned October 20, 2022 Pinal County Workforce Development Board event.
 - b. Discussion/approval/disapproval for the creation of a Task Force of not more than three board members to serve on a Task Force for the procurement of One Stop Operator services to commence on July 1, 2023.
- (4) **PCWDB Budget Report**
Discussion/approval/disapproval of the PCWDB Budget Report.
- (5) **Presentation:** *Talent and Future of Work* (Amanda Whatley, Director, ARIZONA@WORK Youth Program)
- (6) **Youth Committee Report**
Discussion/approval/disapproval to disband the PCWDB Youth committee as it currently functions and merge it with the Pinal Partnership Business and Education Committee.
- (7) ARIZONA@WORK Pinal County Partner Reports

ADJOURNMENT

(SUPPORTING DOCUMENTS ARE AVAILABLE AT THE WORKFORCE DEVELOPMENT OFFICE)

NOTE: One or more members of the Board may participate in this meeting by telephonic conference call. The Board may go into Executive Session for the purpose of obtaining legal advice from the County's Attorney(s) on any of the above agenda items pursuant to A.R.S. 38-431.03 (A)(3).

In accordance with the requirement of Title II of the Americans with Disabilities Act (ADA), the Pinal County Workforce Development Board does not discriminate against qualified individuals with disabilities admission to

public meetings. If you need accommodation for a meeting, please contact the Workforce Development Office at (520)866-8085, at least (3) three business days prior to the meeting (not including weekends or holidays) so that your request may be accommodated.

Posted this 12th day of September 2022 around 2:00 p.m.

Zoom Meeting Information: [https://us02web.zoom.us/j/86263458905?](https://us02web.zoom.us/j/86263458905?pwd=aVVwWWFLV0hEWetyaVZvUkltMmJsZz09)

pwd=aVVwWWFLV0hEWetyaVZvUkltMmJsZz09 Meeting ID: 862 6345 8905 Passcode: 691330

Phone: 1 253 215 8782 Meeting ID: 862 6345 8905 Passcode: 691330



AGENDA ITEM

September 15, 2022 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

Dept. #:

Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Roll Call and Introductions

BRIEF DESCRIPTION OF THE FISCAL CONSIDERATIONS AND/OR EXPECTED FISCAL IMPACT OF THIS AGENDA ITEM:

BRIEF DESCRIPTION OF THE EXPECTED PERFORMANCE IMPACT OF THIS AGENDA ITEM:

MOTION:

History	Who	Approval
Time		

ATTACHMENTS:

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No Attachments Available



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☐ [Meeting Minutes from August 18, 2022 PCWDB Meeting](#)

**NOTICE OF PUBLIC MEETING AND EXECUTIVE SESSION
PINAL COUNTY WORKFORCE DEVELOPMENT BOARD
MEETING MINUTES**

Thursday, August 18, 2022

2:00 PM - CALL TO ORDER

**PINAL COUNTY ADMINISTRATIVE COMPLEX CONFERENCE
ROOM (1st FLOOR)
135 N. PINAL STREET
FLORENCE, AZ 85132**

(1) Roll Call and Introductions

Meeting called to order at 2:04 pm

Members Present:

1. Jack Beveridge
2. Harold Christ (Vice Chair)
3. Jim Garrett
4. Tim Tucker
5. Liz Harris Tuck (Chair)
6. Christina Walker
7. Lynn Parsons
8. Susan Aguilar
9. Stacey Rich
10. Rich Garcia
11. Mary Fleck

Members Absent:

- Jakob Andersen
- Logen Kelly
- Bryan Seppala
- Erica Ballesteros
- Richard Wilkie

Staff Present:

- Joel Millman Moriah
- Robles Shannon
- McHenry

Roll Call Taken: Quorum Present

(2) **CONSENT ITEMS:**

All items indicated by an asterisk (*) will be handled by a single vote as part of the consent agenda unless a Board Member or Board Staff objects at the time the agenda item is called.

- a. Draft Meeting Minutes - Discussion/approval/disapproval of the PCWDB July 21, 2022 Meeting Minutes.
- b. Recommendation to Approve New Board Members -
 - 1. Andrew Clegg (Education/Training) – Central Arizona College
 - 2. Abram Cordell (Business) – Abbott Nutrition
- c. PCWDB Budget Report. Discussion/Approval/Disapproval of the PCWDB Budget Report. (NOTE: Motion for this item was not documented during the May 19, 2022 meeting. And is submitted here for approval.

Motion entered by: Jack Beveridge

Second by: Christina Walker

To approve as presented

Motion passed

- (3) **Board Chair Report:** Presentation of the Pinal County Workforce Development Board Chair Report for August 18, 2022.

Information Only

- (3) **Goal Group/Youth Committee Reports:** Update on the actions of each Goal Group.
- a. Goal Group 1 (Stacey Rich): Reviewed the goal Group Action Plan and the “Challenging the Status Quo!” input to see what opportunities there are for the Goal Group to action.
 - b. Goal Group 2 (Lynn Parsons): Harold Christ reported on behalf of the Goal Group seeking ideas for the next board event.
 - c. Goal Group 3 (Tim Tucker): Met with the One Stop Operator to review the Pinal Way 22 Plan
 - d. Youth Committee (Erica Ballesteros): No report

Information Only

- (4) **Call to Public -**

No public comment

Meeting adjourned at 2:53 pm



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☐ [Board Chair Report - September 2022](#)

Pinal County Workforce Development Board Meeting

Board Chair Report - Program Year 2022

(July 1, 2022 – June 30, 2023)

September 15, 2022

- **Board Member Profile Survey**
- **Training Needs Assessment**
- **Pinal County/The Phoenix Business Journal Event** *(September 28th)*
- **PCWDB Event Planning (Action)**
 - October 20, 2022
 - What do we want to accomplish?
- **Board Vacancy (Business Category)**
- **One Stop Operator Procurement (Action)**





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☐ [Board Budget Report - September 2022](#)

PINAL COUNTY WORKFORCE DEVELOPMENT BOARD
Programs Subrecipient Activity
Period: 07/01/21 - 06/30/23

Program Year 2020/Fiscal Year 2021												
Expenditure Period Ends June 30, 2022	Allocation				Expended				Year 2 Expired			
Total Allocation	3,343,181											
				Target Expenditure %				100%				
TRANSFER												
Youth - Subrecipient (CAC)	829,157				794,609		96%		34,548			
Youth - Program - County	146,322				146,322		100%		0			
Youth - Admin - County	108,347				90,947		84%		17,400			
Youth - Program Total Allocation		1,083,826				1,031,878					51,948	
Adult - Subrecipient (Equus)	912,998	367,258			874,465		68%		405,791			
Adult - Program - County	161,117				84,384		52%		76,733			
Adult - Admin - County	119,346				90,271		76%		29,075			
Adult - Program Total Allocation		1,560,719				1,049,120					511,599	
DW - Subrecipient (Equus)	815,409	(367,258)			347,589		78%		100,562			
DW - Program - County	143,896				75,057		52%		68,839			
DW - Admin - County	106,589				90,162		85%		16,427			
DW - Programs Total Allocation		698,636				512,808					185,828	
3,343,181												

Program Year 2021/Fiscal Year 2022												
<i>Expenditure Period Ends June 30, 2023</i>	Allocation				Expended				Year 1 & 2 Available			
Total Allocation	2,946,265											
Youth - Subrecipient (CAC)	754,688						0%		754,688			
Youth - Program - County	133,180						0%		133,180			
Youth - Admin - County	98,652						0%		98,652			
Youth - Program Total Allocation		986,520				0					986,520	
Adult - Subrecipient (Equus)	824,421						0%		824,421			
Adult - Program - County	145,486						0%		145,486			
Adult - Admin - County	107,767						0%		107,767			
Adult - Program Total Allocation		1,077,674				0					1,077,674	
DW - Subrecipient (Equus)	674,784						0%		674,784			
DW - Program - County	119,080						0%		119,080			
DW - Admin - County	88,207						0%		88,207			
DW - Programs Total Allocation		882,071				0					882,071	
	2,946,265											

NOTES:

Date of Report 09/07/22.
Expenditures through 06/30/22.

PY 2022 FY 2023 Funding \$ 2,635,038 Pending Allocation

Adult	Dislocated Wkr	Youth	Total Allocation
\$947,693	\$818,447	\$868,898	\$2,635,038



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☐ [Presentation: Talent and the Future of Work](#)



Talent & the Future of Work

LEADING WITH HAPPINESS &
HUMANITY

Learning Objectives



DEVELOP STRATEGIES FOR A
MULTI-GENERATIONAL AND
DIVERSE WORKFORCE



RESPOND TO UNDENIABLE
CHALLENGES IN ATTRACTING
AND RETAINING TALENT

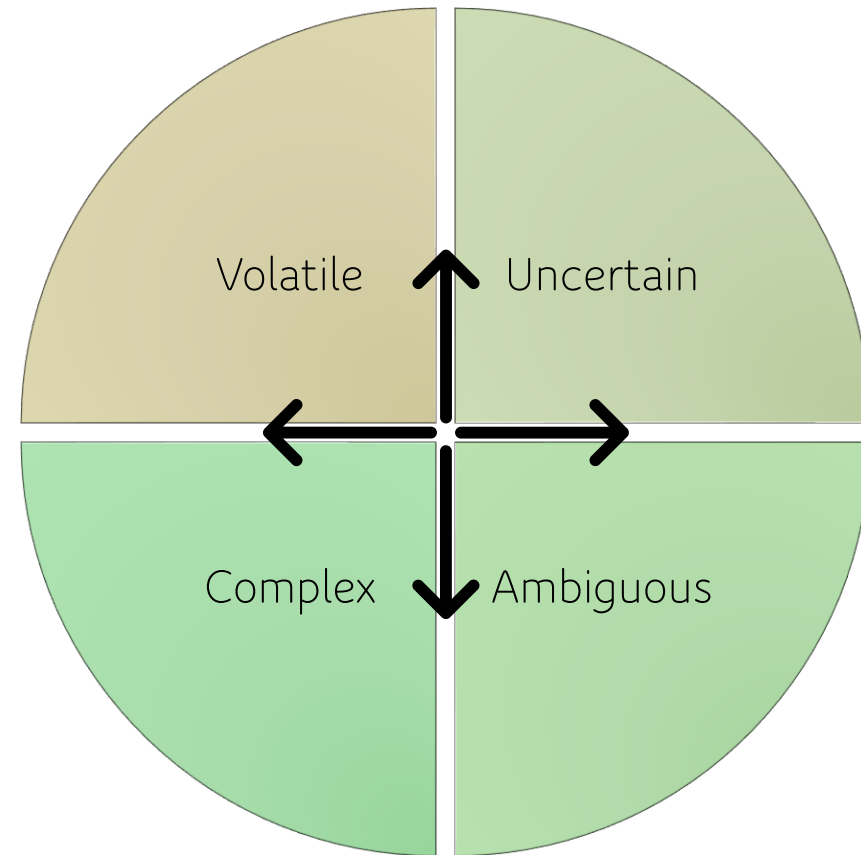


MEET THE NEEDS OF
EMPLOYERS SERVED BY YOUR
INSTITUTION



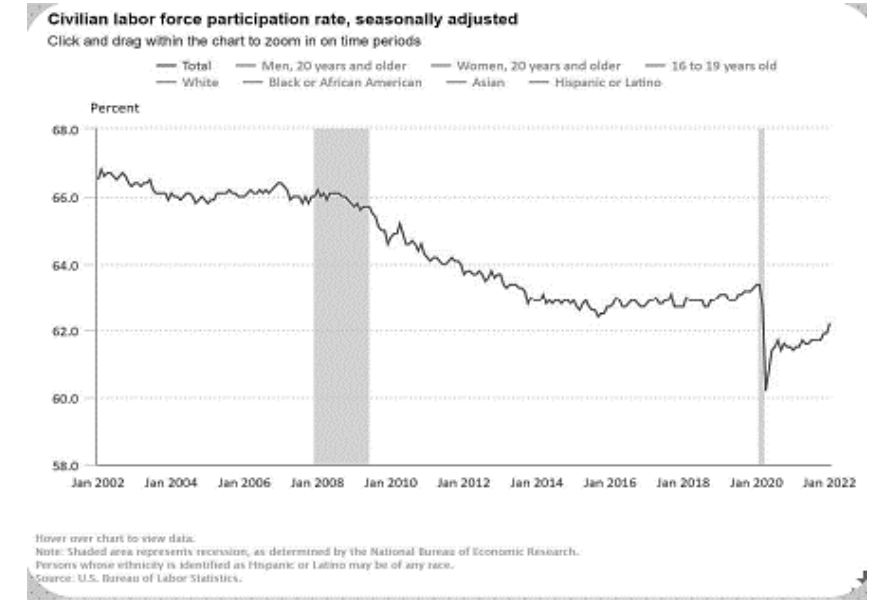
CREATE CULTURES THAT
FOSTER HAPPINESS AND
POSITIVE RETURNS

VUCA



Things we have not seen from the market before

- a significant talent shift (great resignation, reshuffling, attrition, whatever)
- 5 generations of workers together
- declining labor participation rates (esp for males)
- declining educational attainment rates (esp for males)
- demographic pressures
- The fundamental nature of work and the worker/employer relationship is changing
- The needs of the employers we serve and partner with are changing because the nature of work is evolving and adapting



Only 1 in 4 people feel the things in their life
are worthwhile

Only 30% are optimistic about the future

Around the world, 25% of employees feel lonely at work. Another 32% don't feel they belong. Loneliness epidemic is real.

42% don't find meaning in their work and
37% don't feel their work makes a
difference

Can we agree that our environment has changed significantly?

Top Employee Desires

Higher pay (Fair pay)

Schedule flexibility (Self control and accountability)

Better work-life balance

Alternate place of work options

Focus and support for/on personal and family responsibilities

Purpose and value (Alignment and commitment)

Note the things you can control instead of lament those you cannot

EXPERIENCE OF THE AVERAGE US WORKER

37%

Managers
avoid
favoritism

43%

Avoid politicking
& backstabbing to
get things done

46%

Emotionally
healthy
workplace

48%

Managers
express interest
in employees as
people

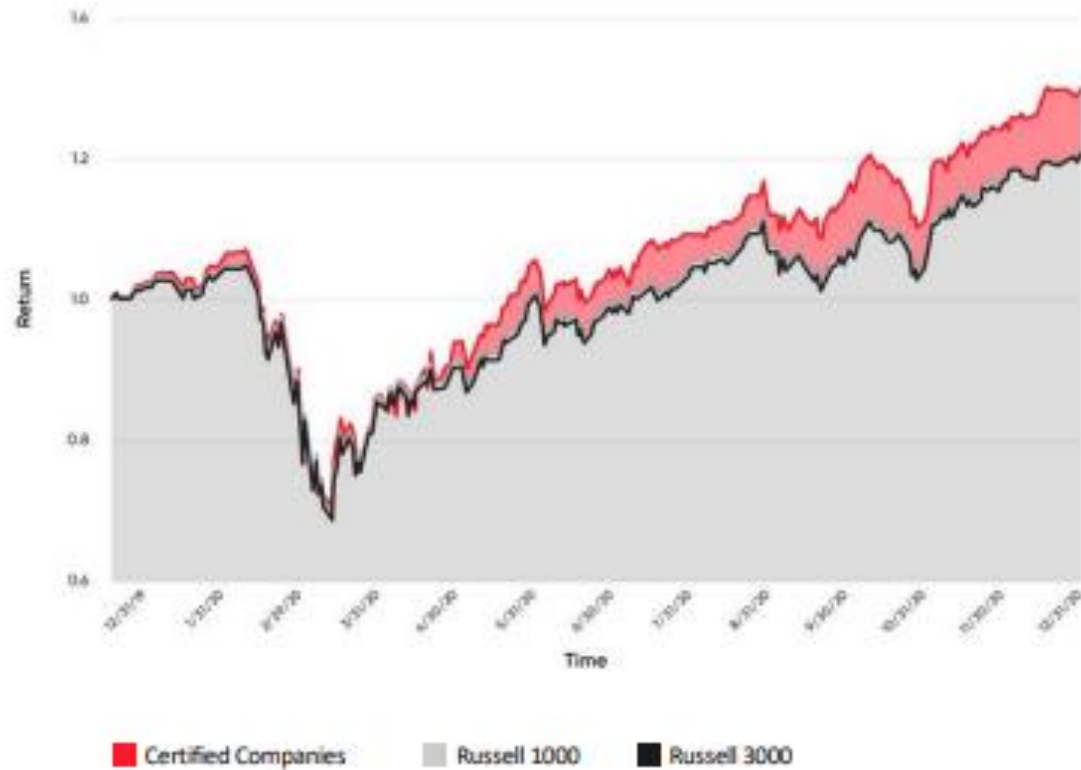
45%

Celebrate people
who try new and
better ways of
doing things

50%

Get straight
answers to their
questions from
managers

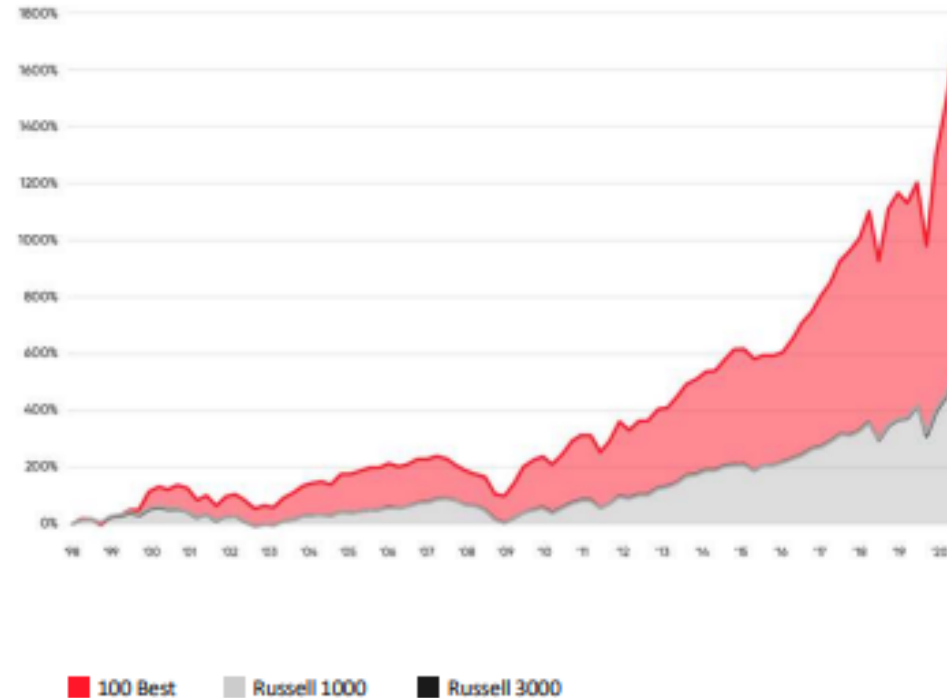
So why care about any of
this?



Harvard Business School (HBS) researchers found that companies whose employees experienced purpose at work and believed their leaders set clear direction and expectations, outperformed the stock market by 6.9%.

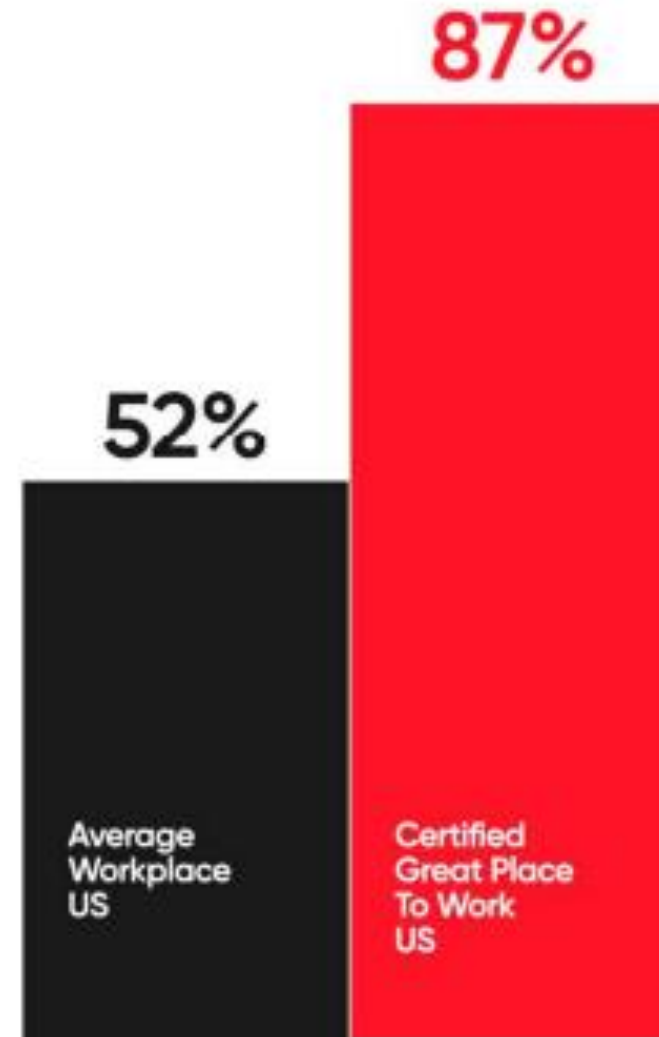
The 100 Best Companies to Work For provide a **3.23x** greater return.

Cumulative Return 1998-2020



Commitment

I want to work here
for a long time.

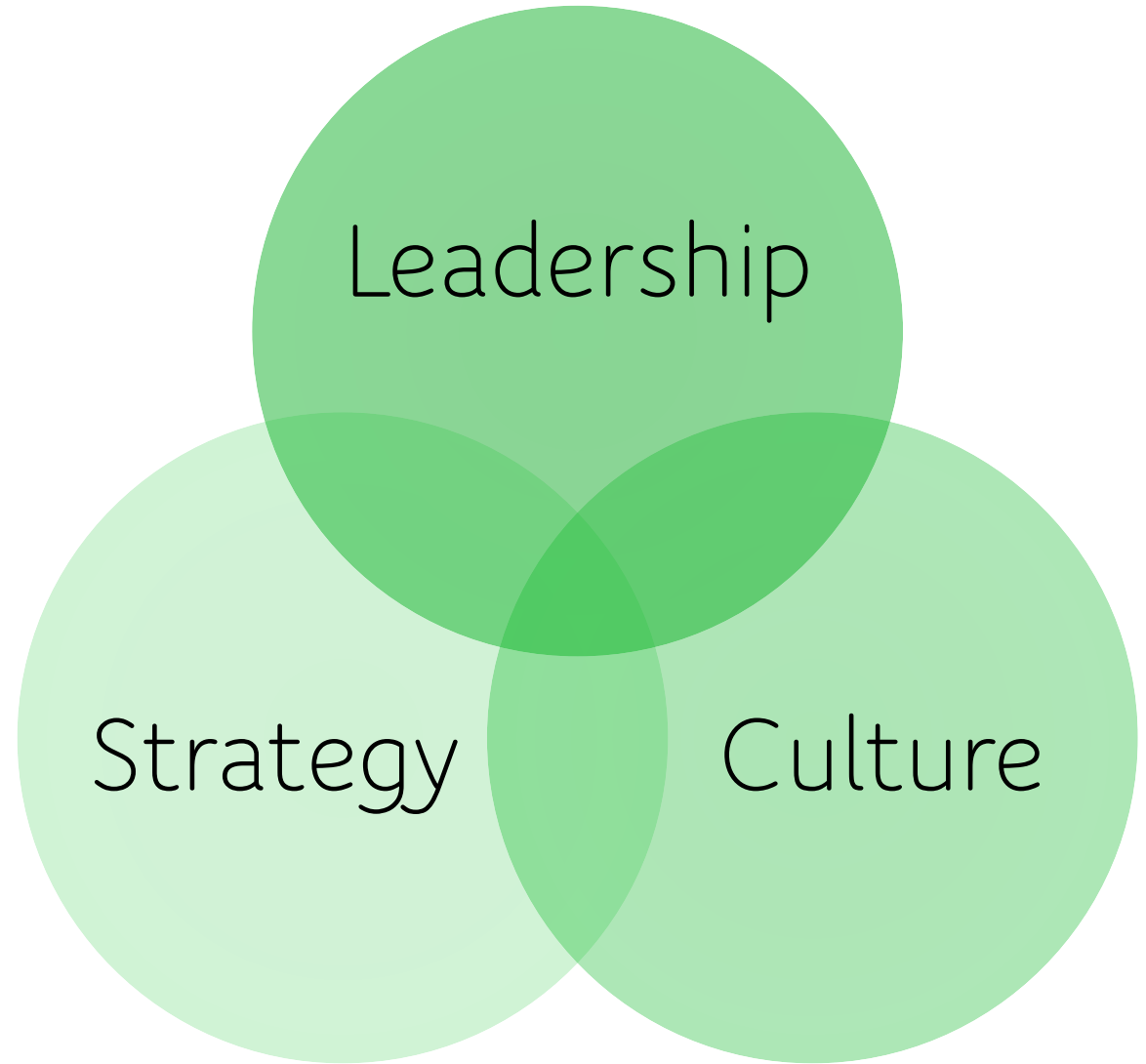


Source: Great Place To Work 2021 Global Employee Engagement Benchmark Study

Approximately 50% of employees say they would leave their current employer to accept a position in another organization paying less money with a better culture



Interdependence



It's not what you are selling, it's what they are buying

HERE YOU ARE. Another day at the office. Time to go home. Remember how proud you were when you landed that great job at that famous agency. And now? Well, your work's o.k., your colleagues are pretty nice and the office parties get pleasantly out of hands at times. Of course you're keeping your eyes open (for job opportunities and to see if that tram is coming already). You're still very ambitious. You want something else. You're looking for new energy, in yourself and in an agency. That's great, especially if you're an Account Manager with FMCG-experience, a strategist or a DTP-artist. Because that's what we're looking for. So get your Blackberry or iPhone and mail us at werken@eurorscg.nl to make an appointment. Don't wait any longer! You might miss the tram.



marriottcareers Warm, out-going, authentic, passionate and inspiring? Raise your hand if that's you. #EDITIONHotels is hiring associates with all the above, plus imagine that backdrop as your office view. #ToTheJourney

hoteliersrock I wanted to be a chef. I have an experience of 7 years in hotel industry but not in production.



andrewwilliamsphoto 🤖



gabriel2018uk Looks so beautifull



gabriel2018uk Can I raise 2 hands ? 😊



303 likes

JULY 30, 2017

Add a comment...



“A FIN AL AVVV
WON MOH BEFAW
AH GO OME.”

IF YOU'RE AN EXPERIENCED BARTENDER
AND YOU CAN DECIPHER THIS BABBLE,
WE'D LIKE TO HEAR FROM YOU.

Walk-in interviews from Monday 20th to Wednesday 22nd April
from 2pm till 5pm at Dallas Restaurant & Bar, 31 Boat Quay,
Singapore. Singaporean and PR only. Applicants may also apply
via email at admin@dallas.sg or call 6532 2131.

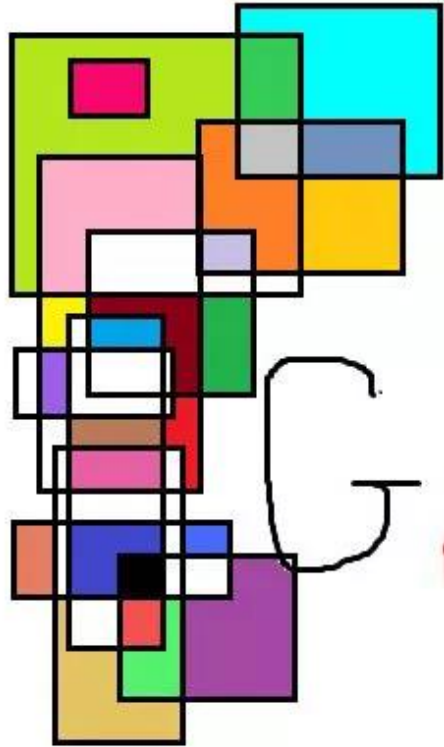
(Those lacking a great sense of humour need not apply).

www.dallas.sg



The City of

Los Angeles
is now hiring



Graphics

Designer



Jan 12 - 25





STUDENTS WANTED.
NO EXPERIENCE NEEDED.

IBM Talent Acquisition Optimization



Talent Acquisition Manager

Location
Krakow, PL

CULTURE



Take your career to the next level working with amazing people around the world

INNOVATION



Use the power of IBM and Watson to innovate and reinvent the future

BE REMARKABLE



Work for a company who gives you a platform to do amazing things

What are we looking for?



Significant recruiting experience with a proven track record in delivery

The ability to consult with our clients, advising on better processes/systems



Exposure to P&L Ownership, Change Management and Service Improvement



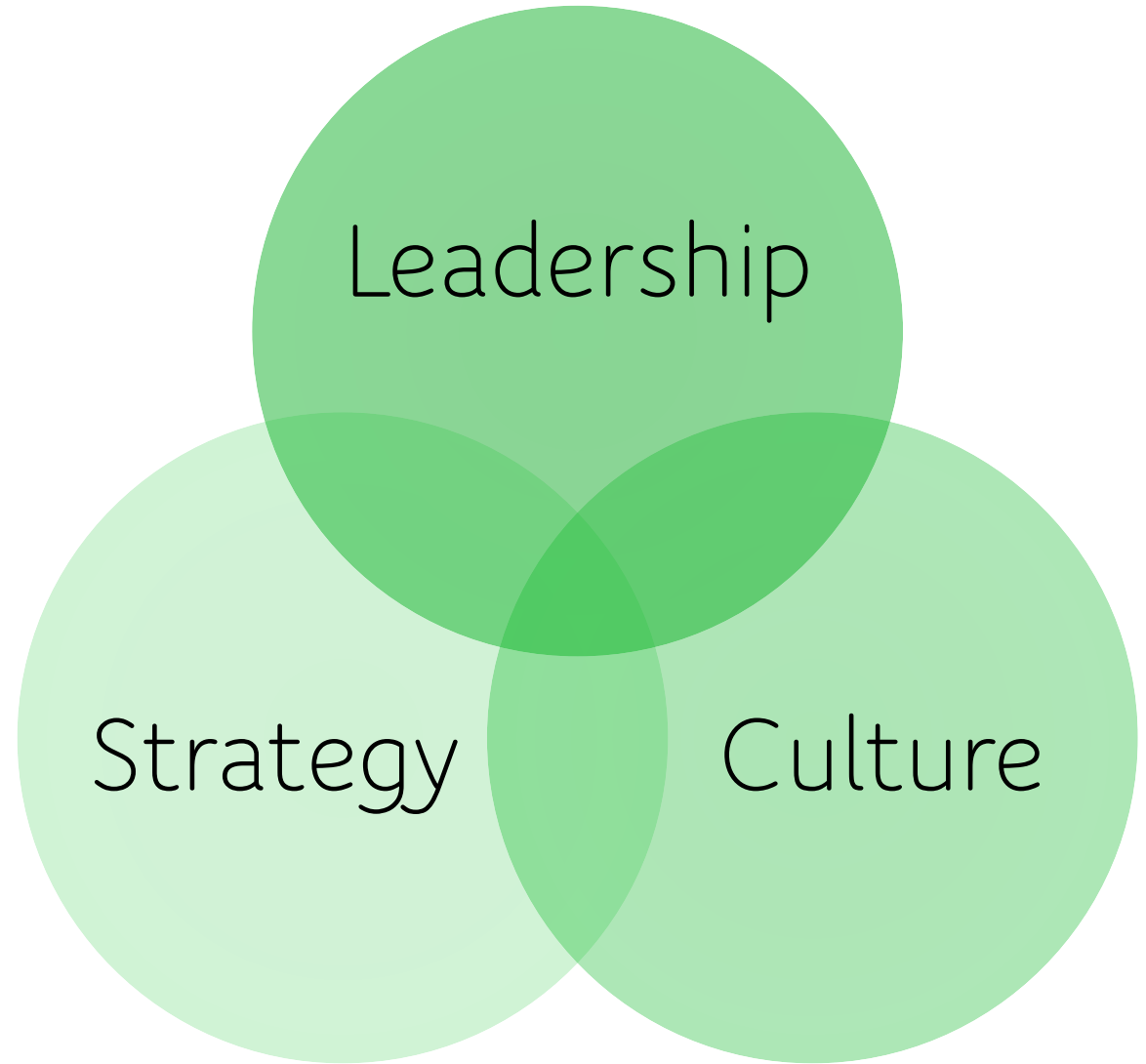
Experience managing people, and a deep understanding of the RPO and Consulting environment

A passion for building and motivating world class, high-performing teams

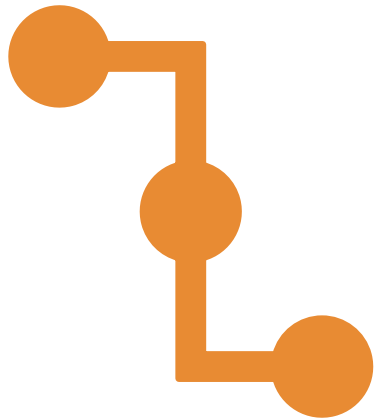
Apply now....

t&e talent & engagement

Interdependence



Therefore consider...



“What got you here may not get you there...wherever there turns out to be.”

- TIM NELSON



AGENDA ITEM

September 15, 2022 ADMINISTRATION BUILDING A
FLORENCE, ARIZONA

REQUESTED BY:

Funds #:

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Dept. Name:

Director:

BRIEF DESCRIPTION OF AGENDA ITEM AND REQUESTED BOARD ACTION:

Youth Committee Report

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MOTION:

History	Who	Approval
Time		

ATTACHMENTS:

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No Attachments Available



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Click to download

- | |
|---|
| <input type="checkbox"/> One Stop Operator Report |
| <input type="checkbox"/> Adult and Dislocated Worker Program Report - September, 2022 |
| <input type="checkbox"/> Youth Program Report September, 2022 |



People Connected to Jobs

**Total
Placements:** |
607

*Placement Report; PY21 from Tableau accessed 9/1/2022
and PY21 Daily Tracker sheets*

THE PINAL WAY 22

- OSO Update -

AFFILIATE LOCATIONS / ACCESS POINTS

TARGET COMPLETION DATE:
January 25, 2023

ACTUAL: **On Track**



**Central
Arizona
College**



THE PINAL WAY 22 - OSO Update -

TRANSFRVR

TARGET COMPLETION DATE:
October 1, 2022

ACTUAL: **On Track**



THE PINAL WAY 22

- OSO Update -

**ARIZONA CAREER READINESS
CREDENTIAL TESTING SITE**

TARGET COMPLETION DATE:
January 1, 2023

ACTUAL: **On Track**





Thank you
Jezreel Ramirez



Martin D. @WORK

**Presentation to the Pinal County Workforce
Development Board**

So Far, So Good in PY22

Aaron Moon, Project Director

September 15, 2022

Adult & Dislocated Worker Services are Rock'n & Roll'n



- **172** Enrollments is the Goal for PY22
- **43** Enrollments in July & August
 - **25 Percent** of Annual Enrollment Goal
- \$594,682 Total Participant Budget
- **\$155,598** Participant Budget Obligated
- **\$38,000 in savings** to Pinal County Businesses
- **26 percent** of Participant Budget obligated
- **\$64,931** Participant Budget expended

Performance Highlights!

In addition to **43 Enrollments**

- **21 Placements**
- **17 Placements in In-demand Occupations**

State Data Validation

- **38 Files Reviewed**
- **484 Data Elements Checked**
- **100 percent scored**



Beyond the numbers



Beyond the numbers

Job Fair in Maricopa

130 Job Seekers

40+ Employers

“Thank you again for yesterday! It was a great turn out. I received about 10 appropriate resumes which we will calling all back today.”



Upcoming Events

**Resumes
and Ribs!**

Oct 11, 2022

**Apache
Junction
Job Fair**

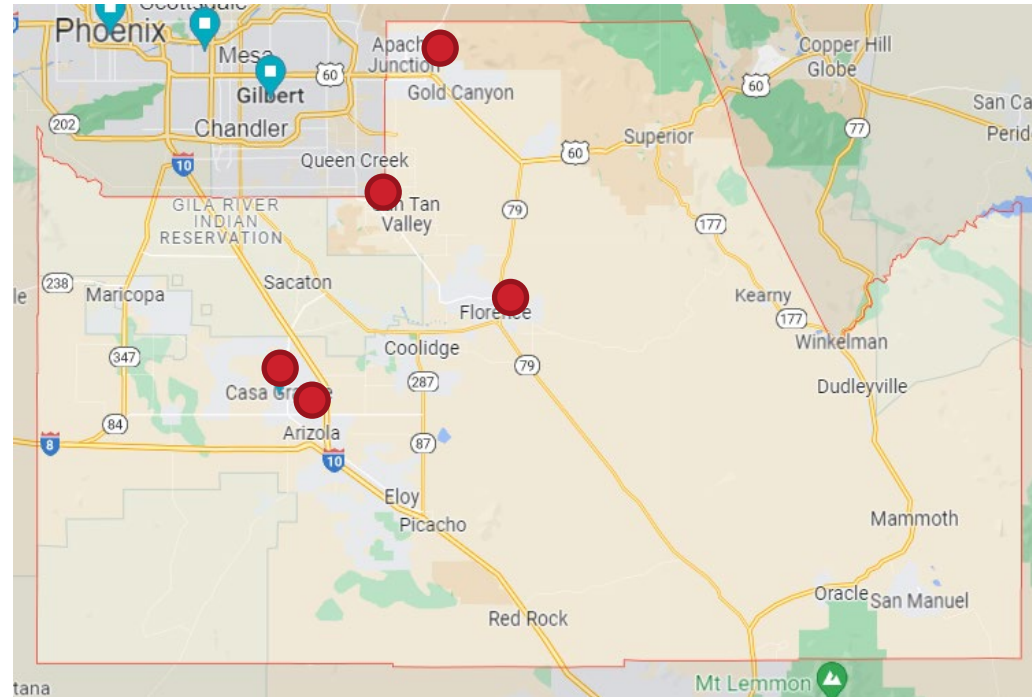
Oct 26, 2022

**Resume
Workshops**

Sept 21, 24, 26
2022

**Casa
Grande Job
Fair**

Feb 2023



Questions





Martha M. @WORK

Presentation to the Pinal County Workforce Development Board
Youth Program

September 15, 2022

Applications

23 July and August

23 YTD

Enrollments

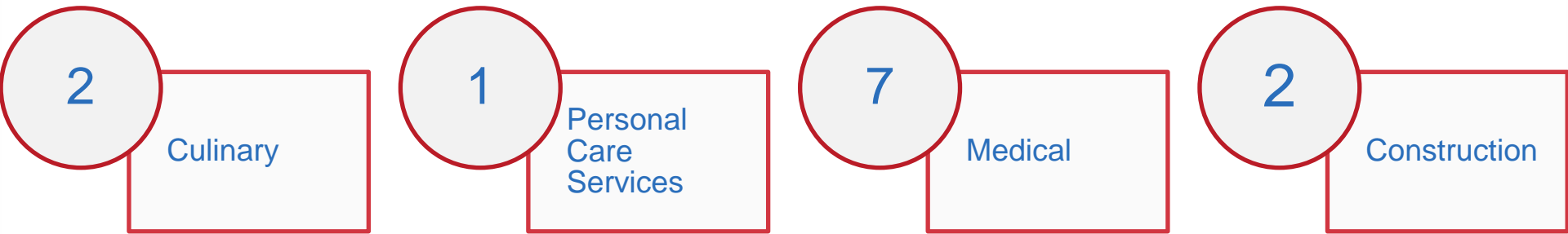
12 in July and August

12 YTD

participants served

Service goal 100-125

In what industries do the new enrollments want to work?





7 currently enrolled in WEX

Working on partnership with talkdesk student services



25 currently in Occupational Skills Training

Dental, CDL, Personal Care, Manufacturing, Business, IT, Medical, CTE



58 active participants are registered in training or education programs and/or working

Featured Participant Story

The participant joined the program this past spring with an interest in dental hygiene. He successfully completed the dental assistance program and enrolled in a work experience to get more hands-on practice.

After these experiences he decided he wanted to continue his training applied to GCU. The participant was admitted into a pre-med program with a focus on the DAT (Dental Admissions Test) and started classes this fall!



Be everywhere
&
Do it again

(In)Outreach

Maintaining while
expanding

AJC troubles

NAWDP Youth
Symposium

Continuous Improvement

Partnerships

Piloting a
mentorship
program

Get Creative

Areas of Opportunity

Making the invisible
visible

ISY & OSTs

Changing attitudes

Customer focused



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Posted this 12th day of September 2022 around 2:00 p.m. /s/ Joel Millman

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<https://us02web.zoom.us/j/86263458905?pwd=aVVwWWFLV0hEWetyaVZvUkltMmJsZz09>

Meeting ID: 862 6345 8905 Passcode: 691330

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