

Yavapai County Workforce Development Board Executive Committee November 14, 2017 Meeting Minutes

Attendees:	Present/Absent	Number of Absences
Anita Payne, Chairman	Present	0
Gary Hassen, Vice-Chairman	Present	2
Tracie Schimikowsky	Present	1
Steve Silvernale	Present	1
Mark Timm	Absent	4
Tim Tucker	Present	1

Staff: Teri Drew, NACOG EWD Regional Director
Leah Cickavage, NACOG EWD Operations Manager, Title I
Julia Sawyer, Executive Assistant

I. Call to Order/Welcome/Introductions

Chairman Payne called the meeting to order at 9:06 AM. She welcomed everyone and asked for introductions around the table. Regional Director Teri Drew was present by phone.

II. Approval of the September 14, 2017 Minutes

Chairman Payne asked for questions and comments regarding the September 14, 2017 meeting of the WDB Executive Committee. She asked for a motion to approve. **Steve Silvernale made a motion to adopt the minutes of September 14, 2017 as written, seconded by Tracie Schimikowsky. The motion carried unanimously.**

III. Chair's Report

Chairman Payne began to report that she and NACOG Operations Manager Leah Cickavage attended a meeting held on behalf of the Yavapai County Contractor's Association (YCCA) and Sandy Griffis at Yavapai College. The meeting focus was recruiting and retaining workers in the construction field in our local area. Chairman Payne said she and NACOG have been working with Ms. Griffis and the YCCA Board of Directors for several months to inform them of the workforce services NACOG and the One Stop provide to Yavapai County, in cooperation with local educators and school districts from the Prescott area. This month's meeting was hosted by Yavapai College and Vice President Ron Liss. Chairman Payne noted that several contractors were in attendance. The topic was keeping Yavapai County high school graduates in Yavapai County, to develop them into a skilled workforce for the County. Chairman Payne acknowledged Leah Cickavage for bringing much value to the forum regarding the funding available for training and education. Ms. Drew complemented Yavapai College for the show of partnership they demonstrated and the strength such partnerships bring for the County. Ms. Drew noted that the meeting was originally supposed to be for contractors only, and they

extended invitations to Chairman Payne and Ms. Cickavage, as well as yielding time for Ms. Cickavage to share the opportunities available through the One Stop. Ms. Drew noted that Ms. Cickavage's comments were included in the newspaper article about the meeting as well. Chairman Payne asked for questions or comments. Hearing none, she turned the meeting over to Ms. Drew for her Director's Report.

IV. Director's Report

- **Program Update**

Director Teri Drew reported that at the last Executive Committee meeting much was accomplished, and she expressed her appreciation to the members of the Executive Committee.

Ms. Drew began with the One Stop Operator (OSO) Agreement, noting that, per the OSO Agreement, the Executive Committee voted to extend the OSO Agreement to 2020. The Board of Supervisors subsequently unanimously approved the extension of the OSO agreement through 2020. Ms. Drew noted the state does not agree with our agreement with a \$0 budget, however, the Board's position is that a Request for Proposals (RFP) with funds will go out when funds are identified. There have currently been no funds identified by our partners. The vote to extend the agreement was based on: 1) Funds are not available to open an RFP; 2) an RFP process needs to be planned, understanding that the process would take anywhere from 6 – 8 months, and the current agreement was expiring and would not allow that amount of time.

Ms. Drew reported that, following the approval, the Board of Supervisors received several phone calls from Goodwill, who protested with the Board of Supervisors, stating it was not legal for either the WDB or the Board of Supervisors to extend NACOG's OSO Agreement without an RFP. Ms. Drew was asked by the Board of Supervisors to contact Goodwill and relay the process of designation and challenges to putting out a new RFP. Goodwill responded that the interest from Goodwill is not so much to be the One Stop Operator, but the funding of \$1.5 million that goes with it. Ms. Drew identified for Ms. Skipton of Goodwill the expiration of the current agreement in 2020, and that an RFP will go out at that time for competition. She also informed Ms. Skipton that the Youth funding would also be available for competition during the 2018-19 Program Year. Ms. Drew then suggested a partnership rather than competition. Ms. Skipton emphasized Goodwill wanted the full designation and funding.

Ms. Drew noted that Executive Assistant Julia Sawyer pointed out that NACOG received a letter of full support from Goodwill at the time of the last RFP. A copy of the letter was forwarded to the Board of Supervisors. Ms. Drew noted that Goodwill had an application to apply but chose to support NACOG. Ms. Drew asked for questions. Chairman Payne asked if Goodwill wants to take everything over and have a One Stop at the Goodwill, to which Ms. Drew answered that it seems to be about acquiring the funding. Other discussion followed in favor of Goodwill demonstrating good partnership with NACOG and the Board over the next 2-3 years in some capacity. Also, the structure of the Goodwill organization in the state was discussed. Other questions and discussion followed regarding dealing with further action with Goodwill.

Ms. Drew noted that today we will hear from partners regarding budgets, and reported that we have \$5.4 million coming into Yavapai County from all partners, which provides a basis for discussion for applying dollars to the One Stop Operator Agreement.

Ms. Drew then spoke of the One Stop Assessment, a process developed by the Workforce Arizona Council (WAC). The Local Board was to appoint Board members to visit the One Stops and complete the assessment document tool provided by the WAC. (Ms. Sawyer interrupted for the good of the order and noted that Craig Lefever joined the meeting) Ms. Drew reminded the Committee that they appointed Ginger Johnson and Robyn Prud-homme Bauer to complete the assessment; Ms. Johnson was to evaluate the Prescott and Prescott Valley locations, and Ms. Bauer would assess the Cottonwood location. Ms. Drew reported that the State notified the NACOG office on a Monday that they would be sending 3 individuals on Wednesday to conduct their own assessment, in addition to Ms. Bauer's and Ms. Johnson's assessments. Following the State team's assessment of all 3 One Stop locations, NACOG received verbal notification following the assessment that there were no findings. The final report has not yet been released. Ms. Drew noted that Ms. Johnson and Ms. Bauer will bring reports of their assessments to the General Board meeting later today. Ms. Drew stressed that the One Stop Certification hinges on the ability to pass these assessments. All levels must pass, and she again noted verbal approval from the 3 Department of Economic Security staff who conducted the assessment on behalf of the State. Chairman Payne asked for comments, there were none.

Ms. Drew moved on to mention Sector Strategies (construction, hospitality, healthcare, etc.), noting that Chairman Payne spoke about discussions going on with the construction industry, and included some of the school districts, Joint Technologies Education District (JTED) as well as other groups. Future discussions about workforce roadblocks in Yavapai County are being planned. Ms. Drew announced a standing agenda item in 2018; the WDB agenda will reflect a focus and discussion on labor availability, and other topics going forward, with collective solutions to these roadblocks. She spoke about the current wage and cost of living disparity in Yavapai County, as compared to other neighboring counties. Ms. Drew noted that Ms. Cickavage had pulled a wage study in Yavapai County for construction workers, which demonstrated an average of \$12.55 per hour. Compare the wage with the cost of living in Yavapai County, and it leaves workers with a deficit. Gary Hassen noted that recent findings show that average wages in construction are going up, \$15/hour for new hires, \$25 for skilled laborers. He noted that this is due to a lack of skilled technicians. Discussion to this regard and partnerships with the colleges to derive more accurate local numbers followed. Tim Tucker asked about reaching out to detention centers to fill these positions. Ms. Drew answered that they have not yet reached out to detention centers, but noted an attempt to partner with the juvenile detention office, but the occupancy was low and didn't meet the demand. Mr. Tucker noted he has a meeting this afternoon with a detention center and will discuss it. More discussion followed regarding the need for the construction industry to re-package and re-market their industry to attract the new workforce and to meet the demands of the cost of living. Ms. Drew thanked Chairman Payne for her willingness to attend meetings with the contractors, and Chairman Payne again thanked Ms. Cickavage for her participation at Yavapai College's forum, noting that it made her feel proud to be a part of this organization.

Ms. Drew commented that so many industries still do not know about the services of the One Stop, and noted that the marketing pieces from Cable One are being finalized and our effort will be to get the word out for Yavapai County and NACOG Arizona@Work. She thanked everyone who participated in the videos. She noted that the commercial is ready to go, but the website still needs work. Ms. Drew stated that hopefully in 2018 we will be beyond the policies and politics and can focus on solutions for labor issues and others. Some discussion followed regarding the marketing efforts. Ms. Drew noted that the marketing efforts were funded by NACOG, no partner dollars were solicited and Arizona@Work is the focus.

Ms. Drew noted that Workforce Boards, Boards of Supervisors and staff were invited by the WAC to a Workforce Leaders Convening meeting on November 2, 2017 in Phoenix. She reported that Leah Cickavage, Steve Silvernale and Craig Lefever were all in attendance at the meeting. She asked Mr. Silvernale to comment about the meeting.

Mr. Silvernale noted that the meeting was well attended, but it didn't appear that there were as many employers as there were staffers. He noted that at the start he was impressed by Dawn Grove, the Chair of the WAC, noting that she is the granddaughter of the founder Karsten Manufacturing, manufacturer of PING golf clubs. He noted that he was able to spend quite a bit of time with Ms. Grove, and had good discussion. He said she wanted to know about our board's perception of the WAC, heavy-handed, demanding, etc. He told her that WAC does not drive the train, the board does, by legislative action. Workforce on the state level is the best kept secret in Arizona. Mr. Silvernale commented about many other aspects of the meeting. Ms. Drew then noted that several Directors were participating on various committees with the WAC to give local input as "feet on the street" participants, noting what policies affect whom. Since then, all Directors have been removed from all committee participation by the WAC. Going forward, only members of the WAC will participate in committees. Ms. Drew hopes that will change soon and they will partner with Directors again. Chairman Payne thanked Mr. Silvernale for his report.

Ms. Drew then noted that Chairman Payne sent out letters to One Stop Partners requesting their budgets for 2017-18, and noted that some of the responses were not copied to NACOG staff, which made preparing a report difficult. She asked that partners be sure to copy staff when they correspond with Chairman Payne. (Ms. Sawyer noted for the good of the order that most of the Board was now in the meeting room)

V. Member Comments

Chairman Payne called for member comments, there were none.

VI. Public Comments

Chairman Payne called for public comments, there were none.

VII. Adjournment

Chairman Payne called for a motion to adjourn, **so moved by Gary Hassen and seconded by Steve Silvernale. The motion carried unanimously.** Chairman Payne adjourned the meeting at 9:58 AM.