

1. Call to Order and Pledge of Allegiance

Vice Chair Ignacio Pesqueira called the meeting to order at 8:39 a.m. and the Pledge of Allegiance was recited.

2. Roll Call: Quorum (4)

Present:

- (1) Patrick Burkhart
- (2) Che Collins (T)
- (3) Angelo Maisto
- (4) Ignacio Pesqueira

Absent:

- Bob Neckes
- Tony Maldonado

Staff

- Curtis Shaw
- Dawn Zimmer
- Kristen Merser
- Laurie Ontiveros
- Virginia Sturgill
- Bill O'Brien

Partners

- ACYR**
Sharlet Barnett
Adam Soto

YMCA / Las Artes

- Michael Graser
- Eric James

VSUW Aspire

- Philip Popovich

GOODWILL

- Devin Hearn
- Dayna Graser

Guests

- Gracie Guenero, Juliana Martinez

REVISED

3. Approval of Meeting Minutes – Patrick made a motion to approve the minutes from July 21, Ignacio seconded; minutes approved.

4. Youth Council Nomination – Leah Palmer, Mesa Community College - Will replace Randy Kimmens on the Youth Council. Patrick worked with Leah and Gates Foundation on Community Partner grant. Leah coordinated and developed the proposal and the grant was successful. About 10 other agencies across the country received planning grants. The \$3 million Mesa award can help develop the Center for Workforce and Community Partnerships. Leah said she sees this as an opportunity and has 3 primary strategic priorities: (1) getting students to go from high school and continue to university using a more responsive, flexible and noble approach. Workforce training and (2) continuing in a non-credit format for those who need to enhance or augment skills. (3) Value of building partnerships – can't do this alone. Leah describes herself as a change agent with strength in development. Patrick moved the nomination, Angelo seconded, motion approved.

5. MWC Benchmarking Review and Discussion - Patrick explained the DOL performance measure service model directive from 2 years ago leading to the invention of the benchmarks. Started tracking data December 2010 although the first 4 months of data was discarded due to revising performance measures. Benchmarks were low when enrollments were high, but benchmarks increased when enrollments decreased. This suggests a correlation although there may not be enough data to tell. The data suggests that the quality has increased. Patrick asked providers what they perceive and noted that he would like to get to a point where Enrollments and benchmarks remain high.

Ignacio said he believed that it could be seasonal or due to economic or family issues.

Devin said enrollment is dipping because participants are looking for jobs immediately rather than the services with them. Enrollment decreased due to environmental factors, but benchmarks are going up because there's a better understanding and ability to meet benchmarks.

Sharlet said that enrollments generally decrease with the holidays. ACYR just finished first 90 days of the first quarter so participants are still in the transition process, but expect to see a lot of exits after December. The trend could be due to an increase in recruiting efforts which splits the focus with current participants – an

enrollment limit was suggested. Some students take 6 months to 2 years to complete and exit the program. Case loads are about 30 to 40 per week, but different service intensity levels are needed.

Michael Graser said that youth programs are faced with different challenges and data from this month last year would be needed as a reasonable comparison.

Referring to graphs drawn on the board of enrollments and benchmarks, Patrick asked if it was possible to move from first graph (inverse relationship) to second graph (parallel lines). Bill O'Brien said that the second graph is achievable, but detailed discussion will be needed about expectations. Language in contract may prohibit contractors from achieving what is being discussed.

Patrick would like to project performance within a band so expectations can be set. Need to understand the cyclical aspects of operating within a 12 month period.

Laurie noted that exits will go up and benchmarks will go down because they don't measure unmet goals until exit. Laurie said that there are many factors that can skew the data, and that a more accurate measure may be a snapshot rather than a cumulative measure.

Devin suggested calculating exits rather than enrollments to measure. DOL encourages local areas to keep participants enrolled longer, so the question is how to serve with longer experience or exit and measure quickly.

Patrick said that the goal is to gather data that is a true indication of how we do business and that we do the best we can and measure accordingly. He emphasized that the bottom line is to benefit the participant and ensure that human need is served. What we are trying to measure is hard to measure and these are at best indirect measures, but they are human measures so it is hard to put a number on that.

Discussion about economic conditions causing youth to need jobs immediately and need to compete with older populations for jobs, but do not have the job skills to compete. Need to market benefits of program to get kids enrolled and stick with it. Address immediate needs like income and housing while marketing the benefits of program enrollment before obtaining employment.

Nine percent of the population has more than one job. There is a growing workforce of low skill and education. Major skill gaps will impede economic development as talent is difficult to find. 40% of adults in Arizona have a high school education or less.

Discussion about BLM (Bureau of Land Management) being a good example of an employer forecasting its needs. Need to use that model as an example to invest in kids to get a quality workforce down the road.

Devin noted that only higher level positions are direct hirer. Entry level positions are usually through staffing agencies. Perhaps staffing agencies should be targeted because of their access to employers and profit incentive – money from employers and money from youth providers.

Adam suggested that the workforce youth providers create a staffing agency-like service or specialized programs in order to access employers directly. Sharlet said that understaffed employers are sometimes expected to take on an added burden of mentoring young people instead of getting someone who is work ready and can jump into the job and help.

6. Call to the Public

Sharlet introduced Juliana Martinez, Youth Leadership Council Chair

Patrick said that MWC and PWC are meeting to finalize joint fiscal monitoring.

7. Adjournment

Vice Chair Ignacio adjourned the meeting at 10:00 a.m.