

GOVERNOR'S COUNCIL ON WORKFORCE POLICY (GCWP)

January 28, 2010

1700 West Washington St., Phoenix, AZ 85007

Basement Conference Room – B-56

Minutes

I. Call to order

Chairman Jennings called the meeting to order at 1:30 p.m. welcoming members and guests.

Council Members Present:

Sherman Jennings, Chairman
Dennis A. Anthony
Hank Atha
Joseph Beers
Peggy Belknap
Ron Curtis
Donna Davis
Marks Dobbins
Mary Hernandez-Kaffer
Gary Marks
Buzz Murphy
Tim Rango
Tony Sissons
Dick White
Steve Zajac
Rosalyn Boxer, Arizona Department of
Commerce Designee
Pat Harrington, Arizona Department of
Economic Security Designee
Milt Ericksen, Arizona Department of
Education Designee

Board Members Present Via Phone:

Elaine Babcock
Mike Bull

Board Members Absent:

Alan Bunnell
Rebekah Friend
Frederick Lockhart
Lisa Lovallo
David Martin
Leon Quan
Mary Vanis

Staff present:

Jennifer Pittman-Leeper, GCWP Executive
Director
Annabelle Molina, Manager of Workforce
Grants and Research
Daniela Teran, Arizona Department of
Commerce
Jessica Smothermon, Arizona Department of
Commerce
Carolyn Ufford, Department of Economic
Security
Peggy Fenan, Department of Economic Security
Mark Darmer, Department of Economic Security
Mike French, Department of Education
Jim Kooistra, Department of Education
Paul Franczowski, Department of Education
Jennifer Jalowiec, Workforce Intern
Dayna Ned, Workforce Intern

Members of the Public Present:

Adriana McBride, Yuma LWIA
Carol Curtis, Coconino County LWIA
Christina Estes-Werther, Governor's Office
Collette Lewis, NTN LWIA
Dara Johnson, AHCCCS
Debbie Meyers, Partners in Brainstorm
Debra Pryor, Partners in Brainstorm
Elizabeth Jennings, National Disability Institute
Gabe Loyola, Loyola and Associates
John Morales, Yuma LWIA
Julie Armstrong, Phoenix LWIA
Kristine Thomas, Governor's Office
Patrick Andrews, NTN LWIA
Patrick Burkhart, Maricopa County LWIA
Ron Trusley, NTN LWIA

Members of the Public Present Via Phone:

Deborah Brinkley, Greenlee County LWIA
Yvonne Pearson, Greenlee Co Deputy
Administrator

Kay Gale, Greenlee Co Administrator
Barbara Valencia, Gila/Pinal LWIA
Jen Miles, Mohave-La Paz LWIA
Eileen Nesmeth, Yavapai LWIA

II. Chairman's Report

Chairman Jennings explained his vision for the Council. He asked for members to voice their opinions, even if it is contrary to his. Chairman Jennings thanked everyone for the opportunity to serve and looked forward to working together to find solutions.

Chairman Jennings announced that Pam Ross and Stephanie McKinney have both resigned for the Council. He wished them both well, and he thanked them for their efforts. Chairman Jennings asked for staff to begin the process to fill the 4 vacancies.

Chairman Jennings announced that he had temporarily suspended the Executive Committee meetings and explained that the meetings would resume as soon as it was warranted.

Chairman Jennings congratulated the Council on the recent State Energy Sector Partnership (SESP) grant. Council Member Boxer explained the grant and outlined the next steps that would be taken by the partners.

Chairman Jennings thanked Patrick Burkhardt for inviting him to be part of the Maricopa Workforce meetings. He indicated planned to work to strengthen the relationship between the GCWP and local areas and asked for anyone interested in having him participate in meetings coordinate through Ms. Pittman-Leeper.

Chairman Jennings indicated that he would be participating in the joint meeting between Phoenix and Maricopa Boards. Mr. Burkhardt indicated that Secretary Solis would not be in attendance, but he was working to secure another Department of Labor representative. Mr. Burkhardt thanked Chairman Jennings for his willingness to participate in the areas.

Chairman Jennings reminded everyone that there was a Strategic Planning Committee and that the work that the Committee was currently doing was very important. Council Member Atha asked if the meeting was open to the public. Ms. Pittman-Leeper replied that it was open to the public, but voting was restricted to the Committee Members.

Chairman Jennings announced that he would be participating in the National Workforce Chair's Conference in Washington DC, and he hoped to bring back useful information to share.

III. Executive Director's Report

Ms. Pittman-Leeper reminded Members that the Bylaws were in effect beginning January 1, 2010 including the attendance policy.

Ms. Pittman-Leeper reported that she attended the LWIB meetings in Greenlee, Maricopa, Phoenix, and NTN. She indicated that she had also toured One-Stops in Yuma and Phoenix. Ms. Pittman-Leeper expressed that she wanted to attend each LWIB's

meeting at least once per year. She said that it was important to establish and maintain close working relationships with all of the areas. Ms. Pittman-Leeper indicated that she was preparing Board Training for all of the LWIAs, and any area that would like to receive training should contact her directly.

Ms. Pittman-Leeper asked for Committee and Partner reports. Council Member Anthony provided an update on the Arizona Apprenticeship Advisory Council. He indicated that there was a significant decline in the number of apprenticeship positions directly related to the economic conditions. Council Member Anthony indicated that the federal regulations were currently being reviewed. He thanked Paula Burnam and her staff for the excellent job that they do. Council Member Ericksen provided an update on the Department of Education's recent budget concerns related to the Governor's budget. Council Member Davis asked for clarification. Council Member Ericksen said that with the Governor's budget recommendation as it is currently proposed will mean the elimination of the state block grant for career and technical education. Ms. Pittman-Leeper reported that she had been working very closely with the Arizona Association of Workforce Developers (AAWD). As a result, Ms. Pittman-Leeper reported that the AAWD would be moving their meetings to one-month prior to the GCWP in order to address items on the GCWP agenda. Ms. Pittman-Leeper also indicated that in order to foster public comment, "Request to Address the Council" slips would be available for the public wishing to comment prior to Board action.

Ms. Pittman-Leeper reported that she had attended the National Workforce Association conference in December, and she would be attending the National Association of Workforce Boards Winter Forum in March. Ms. Pittman-Leeper added that Yuma's Summer Youth program would be receiving an award.

Ms. Pittman-Leeper thanked various groups for responding to a national request for education/workforce collaborations. She reported that Arizona is beginning to receive long overdue national recognition. Council Member Belknap requested that the information that was sent be forwarded to the Members.

IV. Discussion & Action

A. Approval of Minutes

There was no discussion.

Upon a MOTION duly made by Council Member Davis, seconded by Council Member Curtis, and unanimously carried, the October 27, 2009 minutes were approved. Council Members Belknap and Marks abstained due to their absence at that October 27, 2009 meeting.

B. Approval of the Greenlee County Corrective Action Plan (CAP)

Ms. Ufford reviewed the information sent in the meeting materials and addendum packets. She reported that staff recommended that the Council not approve the Corrective Action Plan as currently submitted. Ms. Ufford said that staff has met with Greenlee County representatives and is optimistic.

Council Member Babcock expressed her concern about an area that continually failed performance measures, and she asked if it was a staffing issue.

Ms. Gale responded that there had been a transfer of staff within the past year, and she indicated that she has allocated the Deputy County Administrator to assist in improving the performance measures and CAP. Ms. Gale indicated that Greenlee County planned to take advantage of some training offered by state staff. Ms. Gale said that there had been a misunderstanding of the role of the LWIA, the County, and the state. She stated that the failures over the past two years were due to a lack of understanding of the program.

Clarification was requested as to what misunderstandings were discovered yesterday. Ms. Gale indicated that there was a discrepancy between the numbers of clients that Greenlee Co LWIA felt that they were serving and the number that was reflected by the state. Ms. Ufford added that according to the current program reports, the records only showed one person currently receiving services in Greenlee. She said that precursory review indicates that other individuals may be receiving Wagner-Peyser services, but only the one individual is receiving services related to the performance measures, and it would not affect the failing measures regardless. Ms. Ufford said that staff would report back to Greenlee County any information related.

Council Member Belknap asked if the representatives from Greenlee County felt that they were actually serving the citizens given the low numbers of clients served and if Greenlee felt that they received appropriate support from state staff to develop their CAP. Ms. Gale reported that Ms. Brinkley indicated that state staff support could have been better, but that since she became involved in the issue in mid-December, she felt the state support was very good. She reported that she did not have a good understanding of the County's role prior to meeting with state staff, and now she understands. Ms. Gale indicated that REPAC serves the county's dislocated workers and she had some concerns about the number being enrolled. She indicated that the new recruitment plan would be part of the revised CAP. Ms. Gale indicated that due to the unique demographics of Greenlee County, it was difficult to meet the performance measures.

Council Member Babcock asked what happens if in another year Greenlee County still does not pass the performance measures. Ms. Ufford replied that staff will bring it back before the Council again just like this year. She indicated that after a performance measure is failed for a second consecutive year, the Governor is required to take action. Ms. Ufford said that Greenlee County failed four performance measures in PY08, two of which were failed for a consecutive years.

Council Member Belknap asked DES staff was doing to help Greenlee County. Ms. Ufford explained that discussions have been ongoing as well as meetings. She indicated that DES provided WIA 101 to Greenlee County representatives and LWIA staff. Ms. Ufford also provided information related to mergers, performance measures, the automated system, and the Memorandum of Understanding governing the grant. Ms. Pittman-Leeper added that staff introduced Greenlee LWIA staff to various individuals at the Technical Assistance Conference from LWIAs that had merged to better understand the process and relationship between areas. Ms. Pittman-Leeper reported that she attended the Greenlee County LWIA Board meeting to review with their Board what would be expected from the Council including the discussion of mergers as the GCWP had requested.

Council Member Belknap asked if this item could be tabled until the next meeting when Greenlee County LWIA could present their revised CAP to the GCWP, and what the ramifications of that would be. Ms. Ufford said that it could be done, but that she needed to let the Council know that at this point, Greenlee County LWIA was failing eight of the eleven performance measures for PY09 without the ability to correct that. Ms. Ufford explained that many of the timeframes for the PY09 performance measures had already passed. She continued by saying that with the low numbers that Greenlee County LWIA served, it would be difficult to meet any performance measures for next year, and it would probably 2010 before any change could be affected.

Clarification was requested as to when DES staff began to provide assistance. Ms. Ufford indicated that following the October GCWP meeting, DES staff began to work with Greenlee LWIA staff to obtain information related to the testimony given by Greenlee LWIA representatives – specifically the older youth population figure and who could be served. Ms. Ufford indicated that an official letter was sent in November. Ms. Pittman-Leeper added that she attended the first meeting of their LWIA Board following the GCWP October meeting, and she said that Greenlee County LWIA staff had not requested any Technical Assistance and had turned down the assistance offered. Ms. Ufford agreed.

Council Member Ericksen said that if the item was tabled, a timeline would not be definitive. Council Member Harrington agreed, and he added that it takes time for issues such as these to work through the system and agendas to get the appropriate individuals informed. Council Member Harrington indicated that he was in the meeting with Greenlee County Administration and he felt that their attention was now focused on the issue. He said that with more time, he believed a more complete CAP could be completed by the County. Council Member Boxer agreed and added that she appreciated Ms. Ufford's comments relating to the inability of a CAP to affect change on the current year's performance measures.

Council Member Rango expressed his concern at allowing more time to Greenlee County LWIA if the issue is demographics. He stated that significant time was spent at the last meeting discussing this, the area failed the measures for at least two years which is why it is being discussed, and that staff is indicating that it could be a significant amount of time before a CAP could affect performance measures. Council Member Rango asked Greenlee County representatives if the issues are a result of demographics how the County was going to correct that. He stated that he wanted answers, and the money could be better spent in other areas. Council Member Harrington stated that a merger could be an option.

Chairman Jennings asked what the GCWP's options were. Ms. Ufford said that the WIA allowed the Council to 1) Reappoint the Local WIB, 2) Disallow the use of low-performing contactors, or 3) whatever the GCWP sees fit to recommend to the Governor. She stated that the WIA was very flexible on this issue. Ms. Ufford added that the performance measures are not based on population, but rather percentage based, so it depends on how many people the area successfully served.

Council Member Atha asked about the options and ramifications of the options available to the Council if the CAP was disapproved.

Council Member Sissons asked for an explanation of the demographics. Ms. Gale indicated that prior to the mine layoffs, there was very little need for the program.

Council Member Rango stated that he would like for action to be taken so that no more time and resources are wasted.

Chairman Jennings agreed that doing the same thing and expecting a different result was not productive. He asked for staff to explain what it would mean if the GCWP disapproved of the CAP. Ms. Ufford indicated that the Council could recommend to the Governor that the Greenlee County area be merged with another area or any other recommendation that the Council wanted to make. She stated that the WIA allows for many options.

Council Member Babcock added that in these difficult economic times, everyone needed to perform. She said that she was not willing to accept non-performance.

Chairman Jennings asked for staff to bring option proposals to the next GCWP meeting.

Council Member Marks left the meeting at 3PM. A quorum was maintained.

Council Member Zajac asked for patience from the Board. Ms. Gale agreed that now is when performance mattered most, but that she was working to bring new staff with new ideas to the problem. She added that Greenlee County due to its remote location needed these services. Ms. Gale said that she would like for Ms. Pittman-Leeper to review the current Board make-up and make changes as necessary. She said that new money has been devoted to this issue and to not give up on Greenlee County.

Chairman Jennings reiterated that the Council was not giving up on Greenlee County or its citizens, but that the GCWP was done looking at old solutions that have not historically worked. He asked that Greenlee staff work with Ms. Ufford and Ms. Pittman-Leeper to develop new plans. Ms. Gale agreed and added that the current plan before the Council was not the County's plan, but rather, it was the LWIB's plan. She continued that the new county plan would be developed and submitted at the next GCWP meeting.

Council Member Belknap stated that she wanted to see the new Greenlee County plan before making a decision about Greenlee's CAP. Chairman Jennings asked for clarification about the CAPs. Ms. Ufford indicated that DES has only received one CAP, and that is the one that staff has recommended disapproving.

Council Member Rango asked for the Council to be prepared to act at the next Council meeting if the new CAP was not satisfactory. Chairman Jennings explained to Greenlee County representatives that the GCWP intended to act at the April meeting and not to expect additional time.

Upon a MOTION duly made by Council Member Ericksen, seconded by Council Member Davis, and unanimously carried, the Greenlee County Corrective Action Plan was not approved. The Council directed staff to bring option proposals to the next GCWP meeting and to continue to work with Greenlee County representatives to provide technical assistance in order to develop a Corrective Action Plan that would be ready for the April 22, 2010 GCWP Meeting.

Council Member Davis asked for this type of information from staff sooner. Chairman Jennings said that the GCWP would now operate on a 12 month cycle. Ms. Pittman-Leeper clarified that the information was provided at the first meeting following the failure. Council Member Harrington added that DES's performance report the "Red and Green Report" could also be made available to the Council Members. Council Member Sissons asked that the Chief Local Elected Officials also be copied. Ms. Ufford agreed.

C. Approval of NTN Corrective Action Plan

Ms. Ufford reviewed the information provided in the meeting materials and addendum packet, and she indicated that staff recommended disapproving. Ms. Ufford said that DES received a revised CAP, but staff had not been able to review it yet.

Council Member Belknap asked if a revised CAP would be brought to the GCWP in addition to the options if the plan is not unacceptable. Chairman Jennings confirmed staff was to bring all options including revised CAPs to the GCWP at the April 22, 2010 meeting.

Council Member Harrington stated that there were NTN representatives present that may want to address the Council. Mr. Andrews thanked the Council for the consideration. He said that his statements from the October meeting still hold true. Mr. Andrews believed that the problems were fundamentally correctable. He indicated that the Board and Organization had been made better. He said the revised CAP was better. Mr. Andrews asked where the Native American representation on the GCWP was. He indicated that he intended to continue working with state staff.

Council Member Belknap asked how long it would take to review the revised CAP. Ms. Ufford said that she expected it to be reviewed by the end of next week Or 10 working days. Chairman Jennings stated that if staff was able to review it that quickly that there should be no problem in presenting it before the GCWP at the April meeting.

Council Member Ericksen added that if some of the suggestions from the prior meeting had been included in the revised CAP, he looked forward to reviewing it and being able to unanimously support it.

Council Member Rango asked what authority the NTN Board had over the underlying tribal entities. Mr. Andrews stated that an internal review of the structure has resulted in going before the Inter-Tribal Council of Arizona to ask for the Tribal leaders support. Council Member Rango asked for information related to the outcome of that

meeting is provided to the GCWP in advance of the meeting in order to help the GCWP make a decision. Council Member Harrington added that the NTN Board is unique in the nation. He offered to provide to the GCWP organizational information that the NTN representatives could review in advance. Chairman Jennings said that it would be helpful to understand the structure but that the performance measures had to be met regardless of structural issues.

Council Member Atha asked for State staff to look forward at performance measures and be prepared to identify if future performance measures can be affected by the proposed changes.

Upon a MOTION duly made by Council Member Rango, seconded by Council Member Ericksen, and unanimously carried, the NTN Corrective Action Plan was not approved. The Council directed staff to 1) bring option proposals to the next GCWP meeting, 2) to continue to work with NTN representatives to provide technical assistance in order to develop a Corrective Action Plan that would be ready for the April 22, 2010 GCWP Meeting, and 3) to provide the structural information and outcomes from the Inter-Tribal meeting in advance of the April 22, 2010 GCWP meeting.

D. Update on the ARRA System Building Funds

Ms. Pittman-Leeper submitted the report as written. There was no discussion.

E. Update on the PY09 System Building Scoring Committee

Ms. Pittman-Leeper submitted the report as written. There was no discussion.

F. Update on the Strategic Planning Committee

Ms. Pittman-Leeper briefly reviewed the memorandum and asked if there were any questions. She reminded everyone that the meetings were open to the public, and one would be held immediately following the GCWP meeting. Council Member Davis stated that she liked the statement that the Workforce System is more than just WIA Title IB. There were no questions.

G. Presentation on the Ticket to Work Program

Elizabeth Jennings reviewed the presentation in the meeting materials.

Council Member Ericksen asked how “part-time” was defined for this program. MS. Jennings said that she used it to define less than 720 hours.

Council Member Hernandez-Kaffer left the meeting at 3:30PM. A quorum was maintained.

Chairman Jennings asked who the payments go to. Ms. Jennings said it goes to the Employment Network (EN) of record. She gave the examples of Maricopa County LWIA and Pima County One-Stop. Those entities would be eligible to receive those funds. She added that the Department of Economic Security would be serving as the Employment Network of record for areas that could not meet the administrative demands of the program. Council Member Harrington said that DES was not going to compete only to serve as the EN for areas that were not able to participate.

Chairman Jennings asked how to get this information out to the areas. Ms. Jennings said that it would really depend on getting the word out and coordinating the resources with other agencies.

Council Member Ericksen asked if funds could be rolled forward. Ms. Jennings said that the individual has to utilize their ticket, so it was not possible to go back to claim past missed monies.

Council Member Davis asked how individuals become aware of the ENs. Ms. Jennings said that area of the program could be better developed. Ticket holders were sent their tickets in 2000 and ENs are being certified constantly.

Council Member Atha asked if there was any penalty to the ENs if the individual does not progress through the program. Ms. Jennings indicated that there were not any penalties for ENs, the individual could be unassigned from the program. Council Member Atha added that the local areas are overwhelmed with the stimulus dollars, but perhaps in the future this program would be better received.

H. Future Agenda

Council Member Atha requested that a discussion occur related to the high number of released prisoners and the difficulty in serving them.

Council Member Davis asked if time limits could be imposed. Ms. Pittman-Leeper cautioned that if time limits are placed on the Council discussions, meetings would not be allowed beyond the time limits, and the Bylaws would need to be amended. Chairman Jennings said that while painful, those discussions were necessary to get to the point of resolution. He asked that time limits on discussions not be instituted, but for Members to be aware of the discussions productiveness.

Council Member Zajac asked for more information related to the ARRA recipients' progress including tangible results.

V. Call to the Public

Council Member Harrington said that the RFP for the Online reporting system was going to be handled by the State Procurement Office in mid to late February.

Ms. Pittman-Leeper requested that the room be cleared quickly for reset for the Strategic Planning Committee meeting.

Chairman Jennings thanked the Council for their time and participation, and he encouraged them to continue to be productive.

VI. Meeting Adjourn

Upon a MOTION duly made by Council Member Davis, seconded by Council Member Anthony, and unanimously carried, the meeting adjourned at 3:50 pm.

As submitted by Jennifer Pittman-Leeper, February 2, 2010.

DRAFT