

## EDUCATION AND WORKFORCE DEVELOPMENT ROUNDTABLE MINUTES

June 4, 2025

The Education and Workforce Development Roundtable of the City of Mesa met in The Studios at Mesa City Center, 59 E. 1st St., on June 4, 2025, at 1:30 p.m.

### BOARDMEMBERS PRESENT

Councilmember Heredia, Chair  
Candice Copple  
Dr. Richard Daniel  
Dr. Andi Furlis  
Dr. Joseph Foy\*  
Sally Harrison  
Grace Smith Kaus (Designee for  
Vince Yanez)  
Sherry Richards  
Kristin Sorensen  
David Williams

### BOARDMEMBERS ABSENT

Councilmember Spilsbury, Vice Chair  
Dr. Perry Berry  
Marcie Hutchinson  
Dr. Shane McCord  
Rich Nickel  
Jenny Jackson Robinson  
Dr. Chad Wilson

### STAFF PRESENT

Andrea Alicoate  
Lisa Cartwright-Harris  
Holly Moseley  
Rafaella Safarian  
Sarah Tolar

### COUNCIL PRESENT

None

(\*Participated in the meeting through the use of video conference equipment.)

Chairperson Heredia conducted a roll call.

Chairperson Heredia excused Boardmember Harrison from the beginning of the meeting; she arrived at 1:49 p.m.

Chairperson Heredia excused Vice Chairperson Spilsbury, and Boardmembers Berry, Hutchinson, McCord, Nickel, Jackson Robinson, and Wilson from the entire meeting.

#### 1. Call meeting to order, welcome announcements and reminders from the Chair.

Chairperson Heredia called the meeting to order. He welcomed Designee Grace Smith Kaus, Director of Postsecondary Success Initiatives at Helios Education Foundation.

#### 2. Take action to approve the Roundtable Meeting Minutes from March 5, 2025.

It was moved by Boardmember Daniel, seconded by Boardmember Williams, that the March 5, 2025, Education and Workforce Development Roundtable (EWDR) meeting minutes be approved.

Upon tabulation of votes, it showed:

AYES – Heredia–Copples–Daniel–Foullis–Foy–Kaus–Richards–Sorensen–Williams

NAYS – None

ABSENT – Spillsbury–Berry–Harrison–Hutchinson–McCord–Nickel–Jackson Robinson–Wilson

Chairperson Heredia declared the motion carried unanimously by those present.

3. Recognition of outgoing Superintendents.

Chairperson Heredia expressed his gratitude to Boardmembers Foullis and Richards for their hard work and dedication to the EWDR and the community and wished them well in retirement.

4. Hear presentations, discuss and provide feedback on Workforce Development strategies and programs in Mesa.

4-a. City staff to present the updated City of Mesa (COM) Workforce Development Strategic Plan.

Education And Workforce Administrator Sarah Tolar presented the final draft of the COM EWDR Strategic Plan and confirmed that the initiatives will be reviewed by the Roundtable quarterly to ensure that the efforts still apply to the overall goals. **(See Attachment 1)**

Ms. Tolar identified each of the strategic priorities and identified the key strategies of each, which included supporting workforce alignment and growth, building intentional connections, enhancing internal workforce development opportunities, and improving post-secondary attainment. (See Pages 4 through 9 of Attachment 1)

4-b. Presentation from Mesa Public Schools staff on the Arizona Teacher Apprenticeship Program Pilot.

Patricia Christie, Director of Pathways with Mesa Public Schools, provided the background of the Pathways and Path2Teach programs which were created in 2023 to cultivate and retain future educators by developing internal talent. She explained that the programs allow students to earn their degree while working in the classroom by receiving on-the-job training and credit toward their education. She reiterated that the programs offer ongoing support including annual workshops, conferences, and monthly professional learning to ensure success for all participants. She reported on the success of the program and pointed out the employee retention statistics for both programs. (See Pages 10 through 17 of Attachment 1)

Ms. Christie discussed the Associate Teacher and ASU Teaching Fellows programs and highlighted the ways that each program assists students to pursue a teaching career. She summarized the options for students with and without bachelor's degrees and reiterated how this program has removed the barriers to entering the education field. (See Pages 18 through 23 of Attachment 1)

Responding to questions from several Boardmembers, Ms. Christie reiterated the ongoing need for teachers and emphasized that there are many pathways into the profession. She

encouraged anyone interested to apply and stressed that students of all ages and backgrounds are welcome. She confirmed that a variety of media platforms are being used to promote these opportunities, including Mesa Channel 11, social media, websites, job fairs, and local radio.

Ms. Tolar added that education is unique to all students and that these innovative programs will help overcome workforce development issues and barriers for students entering the working world.

4-c. Presentation from East Valley Institute of Technology (EVIT) staff on the US Department of Labor Registered Apprenticeship Grant Program.

Lindsey Gregor, EVIT Apprenticeship Project Manager, reviewed the apprenticeship programs that are currently being offered. She highlighted the application process and program acceptance parameters. She explained the recommended pre-apprenticeship class and pointed out that the class assists with successful completion and allows students to earn credit hours towards related training instruction. (See Pages 24 through 26 of Attachment 1)

In response to a question from Boardmember Copple, Ms. Gregor explained that students participating in the apprenticeship program are placed with local business partners when entering the program; and, depending on the program, the students may be hired as regular employees to help bridge the gap financially while taking classes.

Ms. Gregor pointed out the rapid growth and success of the apprenticeship program. She identified target business partners and reviewed the State requirements for eligibility. She explained that partnering businesses receive incentive funding for each apprentice and gain reliable and vetted employees. (See Page 27 of Attachment 1)

(At 2:30 p.m., Chairperson Heredia excused Boardmember Fourlis from the remainder of the meeting.)

Ms. Gregor reported that in June 2024, EVIT received \$6 million from the US Department of Labor to expand its apprenticeship program. She emphasized that the goal is to have 1,000 apprentices, 6,000 business contacts, and six registered apprenticeship programs by June 2028. (See Page 28 of Attachment 1)

Responding to a question from Ms. Tolar, Ms. Gregor discussed the efforts that have been made to bring awareness to the apprenticeship program. She confirmed that EVIT is always open to recommendations and asked the Roundtable members to share this information with their constituents and business partners.

In response to a question from Boardmember Kaus, Ms. Gregor reported that the State has set a minimum age limit for the apprenticeship program of 16 years old with no maximum.

4-d. Follow-up discussion on City of Mesa Workforce Development Strategic Plan with an opportunity for questions and feedback.

Ms. Tolar requested input from the EWDR about what the COM can do to better support

workforce development.

Boardmember Daniel recommended educators begin conversations about higher education at a younger age to have a greater impact, rather than waiting until students are at the high school level. He suggested keeping the community and schools informed of the programs and educating them on how their organizations can participate to make a difference and strengthen the workforce.

Boardmember Richards noted that many students have never been exposed to a college or university and emphasized the importance of introducing the students to a full range of available opportunities.

Boardmember Copple shared that ASU has partnered with the Chandler Unified School District to host incoming 6<sup>th</sup> grade students for a tour of the college campus. She stated that the tour helps the students begin thinking about attending college.

Boardmember Williams stated that the Strategic Plan captured information from the EWDR discussions over the last few years.

Boardmember Daniel reiterated the importance of building intentional connections, noting that clear and purposeful goals help identify and effectively utilize available resources.

Ms. Tolar emphasized that a strategy is only as effective as the outcomes and actions that accompany it. She encouraged the Roundtable to consider how progress can be measured and suggested that the next phase should include clearly defined goals and measurable outcomes. She expressed interest in hearing from individual organizations about their goals and how they plan to measure success in support of the broader initiative.

In response to an inquiry from Ms. Tolar, Boardmember Kaus welcomed the Roundtable members to visit Helios Education Foundation for a tour to review the data and identify areas of overlap.

Chairperson Heredia noted that this is a complex, multi-layered issue, especially as the economy and industry continue to evolve. He added, from the City's perspective, it is important to focus on identifying what can be most beneficial. He emphasized the value of receiving status updates on programs such as Job Connect and Mesa Promise, and he highlighted the importance of continued collaboration from this Roundtable to build on current successes and further develop programs that strengthen connections and support ongoing workforce development efforts.

5. Roundtable members share out information regarding their involvement in recent and upcoming education or workforce-related events or programs.

Boardmember Williams supplied information about a partnership with the i.d.e.a. Museum to offer free admission on Friday, June 13, 2025, from 5:00 to 8:00 p.m. for all families. The event will include a resource fair specifically geared toward families with children who are neurodivergent.

Boardmember Copple announced the opening of the new ASU Polytechnic Manufacturing Campus and extended an invitation for a tour.

Ms. Tolar shared that enrollment for the Bezos Academy had initially closed but later reopened after it was determined that additional seats were still available. She noted that enrollment is open year-round, and tuition is free to Mesa citizens. She pointed out that the academy serves 3- and 4-year-old children.

6. Call to the public.

There were no public comments.

7. Call for future agenda items.

There were no future agenda items discussed.

8. Adjourn.

Without objection, the Education and Workforce Development Roundtable meeting adjourned at 2:54 p.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Education and Workforce Development Roundtable meeting of the City of Mesa, Arizona, held on the 4<sup>th</sup> day of June 2025. I further certify that the meeting was duly called and held and that a quorum was present.

  
HOLLY MOSELEY, CITY CLERK

sr  
(Attachments – 1)

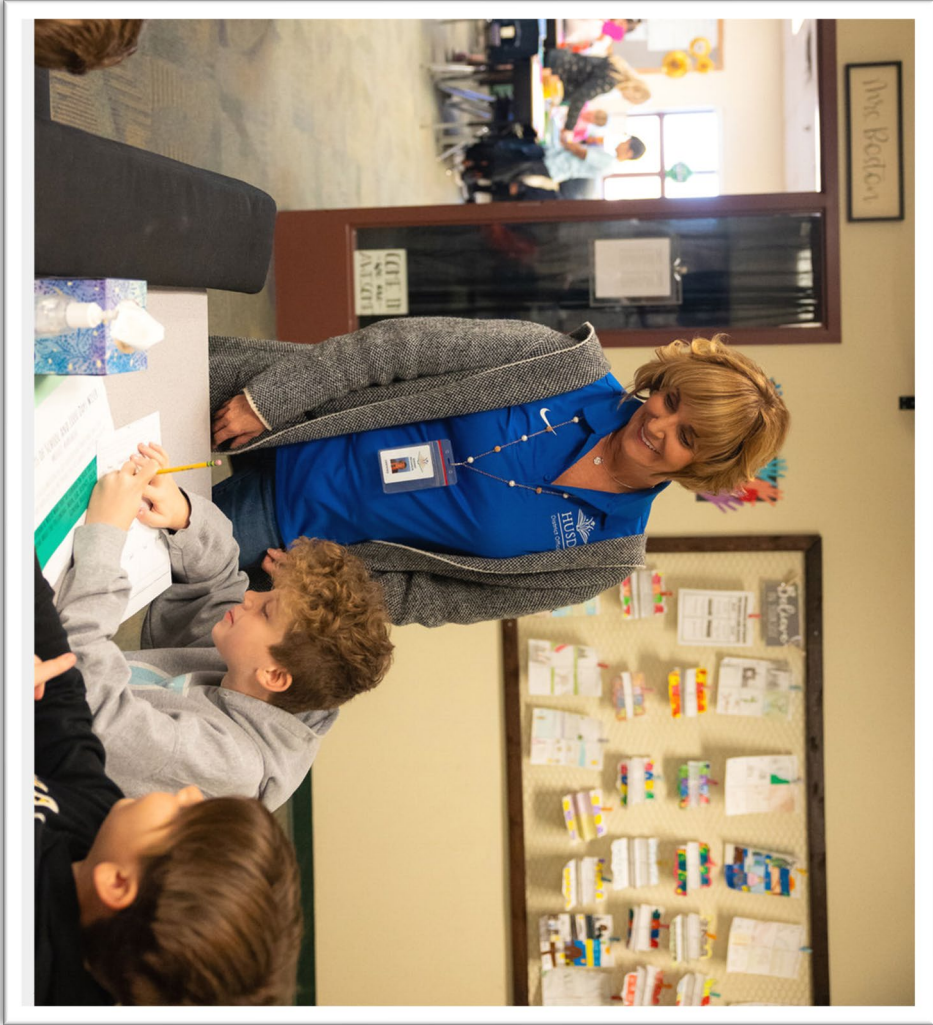
# **MESA EDUCATION AND WORKFORCE DEVELOPMENT ROUNDTABLE**

**June 4, 2025**

# 2025 Meeting Dates

- **September 3, 2025**
- **December 3, 2025**

# Congratulations, Andi and Sherry!



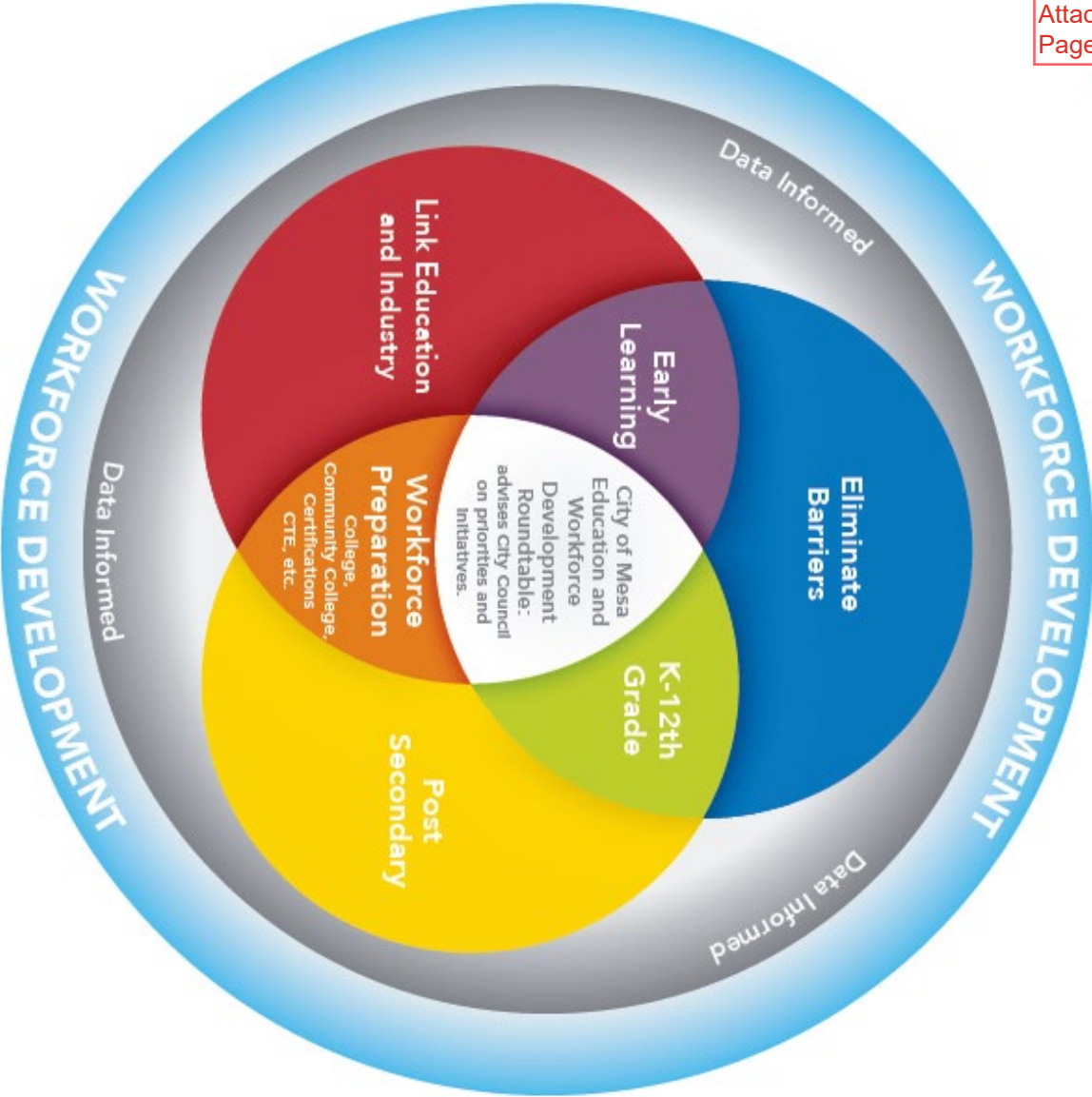
Thank you for your service to our community!



**City of Mesa  
Education and  
Workforce  
Development  
Roundtable**

Share expertise to coordinate goals, amplify resources, track data, and advise the City Council on the highest priorities that will strengthen, streamline, and align Mesa’s education and workforce needs.

Agenda Focus Areas 2025



### **Eliminate Barriers:**

Identify and address common barriers, including awareness, financial, and other challenges that impact access to resources, opportunities and experiences for students, educators, businesses, families, and community.

### **Link Education and Industry:**

Deliberate communication between industry and education partners. Facilitate a common understanding of skills, opportunities and experiences.

### **Post-Secondary:**

Communicate the importance of post-secondary training, education, certification, opportunities and benefits.

### **Data Informed:**

Measure outcomes, identify patterns and guide discussion by tracking community and city-wide data.

### **Workforce Development:**

- Continue to bring industry to connect directly with education partners.
- Identify CTE pathways that align with high growth and in-demand industries.
- Prioritize promotion and awareness of opportunities.

# City of Mesa Workforce Development Strategy

## Building Mesa's Workforce of Tomorrow

The City of Mesa is committed to aligning education, business, and workforce development strategies to create a strong, inclusive, and future-ready talent pipeline. This strategy outlines our coordinated approach to:

- Understand Mesa's workforce trends
- Align city and regional resources
- Eliminate barriers to education and employment
- Build meaningful, intentional partnerships across sectors

# Strategic Priorities

## 1. Support Workforce Alignment & Growth

Mesa continuously assesses workforce needs to ensure job seekers and employers are equipped with the right tools and information.

### Key Strategies

- **Identify Barriers and Gaps:** Understand workforce demands and align resources to fill gaps.
- **Share and Distribute Information:** Disseminate labor market trends and forecasts.
- **Data-Driven Decisions:** Use real-time analytics from data.mesaaz.gov to guide action.
- **Inform Stakeholders:** Leverage dashboards like the Education & Workforce Roundtable to support measurable, data-informed outcomes.

## 2. Build Intentional Connections

In its role as a convener, the City serves as the liaison and connector for Mesa job seekers, employers and educators for available resources and support.

### Key Strategies

- **Business Connection:** Facilitate strong ties between industry leaders and educators
- **Education Connection:** Support alignment between Career & Technical Education pathways with high-demand sectors
- **Job Seeker Connection:** Promote awareness of workforce and career-readiness programs

### 3. Enhance Internal Workforce Development Opportunities

The City, as a significant employer, develops and models best practices by leveraging local resources to enhance workforce retention and establish talent pipelines for City jobs.

#### Key Strategies

- **Employee Development:** Tuition reimbursement, training, certifications
- **Internal Advancement:** Clear promotion pathways within departments
- **Educational Partnerships:** Internships and apprenticeships aligned with city jobs
- **Community Outreach:** Inform residents of career opportunities with the City

## 4. Improve Post-Secondary Attainment

The City will remove barriers and leverage partnerships, align with local, state and national efforts and amplify career path opportunities to create a more equitable and accessible education-to-career pipeline for all community members.

### Key Strategies

- **Address Systematic Barriers**
- **Enhance Promotion of Community Early Literacy Programs and Resources**
- **Support for Regional and Statewide Initiatives**
- **Enhance Community Career Path Opportunities**



# City of Mesa Round Table

## June 4, 2025

Patricia Christie, Director of Pathways





# Path2Teach/Pathways Timeline

Path2Teach Initial  
Program Approved

Organization of Paid  
Associate Program

Apprenticeship Pilot - ADE  
Contacts MPS

- K-12 Special Education  
Mild/Moderate
- K-8 General Education
- ECSE
- Paid associates hired by  
semester and given  
semester salary.
- Six high school graduates using  
Mesa College Promise grant for 2  
year degree at MCC while  
employed at MPS



Path2Teach Second  
Program Approval

Teaching Fellows

Project Expansion

- 6-12 General Education
- K-12 Special Education  
Moderate/Severe
- MPS/ASU collaboration. Hiring  
MPS instructional assistants to  
earn 4 year degree using ATA  
grant.
- More to come







# Path 2 Teach



# Pre-Service



Mesa Public Schools – Spec Ed Path 2 Teach

THE PATH TO YOUR  
NEXT ADVENTURE

July 8th or 10th, 2024  
Device Pick-Up  
Information Systems will be available for  
device pick-up from 7:30 am - 3:30 pm.  
549 N. Stapley  
Mesa, AZ 85203  
Cafeteria, Building 2

July 15, 16, 17th, 2024  
K-12 Special Education Agenda  
Special Education Preschool Agenda  
\*Bring your district laptop

CHRISTINE ARGENZIO-DAVIS  
DEPARTMENT SPECIALIST  
SPECIAL ED PATH 2 TEACH  
cargenziodavis@mpsaz.org

Student Services  
Center  
1025 N. COUNTRY CLUB  
MESA, AZ 85201  
SEDONA ROOM  
3RD FLOOR  
8-4PM

We are excited to help you navigate your next adventure!  
See you soon!

Mesa Public Schools – GenEd Path2Teach

THE PATH TO YOUR  
NEXT ADVENTURE

July 17th  
Student Service Center  
2nd Floor  
Room 206  
8-4pm

July 18th  
Student Service Center  
2nd Floor  
Room 206  
8-4pm

July 19th  
Student Service Center  
AM Room 334  
PM Room 206  
8-4pm

EMILY CARRASCO  
DEPARTMENT SPECIALIST  
GEN ED PATH2TEACH K-12  
ejcarrasco@mpsaz.org

Student Service  
Center  
1025 N. COUNTRY CLUB  
MESA, AZ 85201

We are excited to help you navigate your next adventure!  
See you soon!

- EdTech
- Relationships
- Lesson planning
- Coaching support
- Classroom procedures
- Behavior management
- Classroom environment
- Components of the IEP
- History of Special Education





# Monthly Professional Learning

- Field experience
- Learning Labs
- PLC time
- Content specific
- Community hosted lunch & snack
- IEP development
- Break-out sessions
- ASU collaboration





# Fall and Spring Break Conferences





## Path2Teach



**2024**

### PATH 2 TEACH FALL BREAK CONFERENCE

Join us for two days of learning and fun!

**OCTOBER 7-8TH, 2024**  
8 AM - 4 PM

Mountain View High School  
Performing Arts Building  
2700 East Brown Road  
Mesa, Arizona 85215  
\*Parking lot on Lindsay/Brown

**MONDAY & TUESDAY Daily Schedule**

8:00-8:15 - Breakfast  
8:15-8:30 - Welcome  
8:45-10:00 - Session 1  
10:15-11:30 - Session 2  
11:30-12:30 - Lunch Provided  
12:45-2:00 - Session 3  
2:00 - Snacks Available  
2:15-3:30 - Session 4

**MONDAY/TUESDAY Special Considerations COHORT 2 ONLY**

**Monday**  
US/AZ Constitution  
8:45-4:00 Room 1210

**Tuesday**  
LETTRS  
8:45-4:00  
Gen Ed RM 1218 Spec Ed Rm 1216

**QUESTIONS?**  
Christine Aguirre-Davis [carpedioavis@msps.org](mailto:carpedioavis@msps.org)  
Emily Carrasco [ecarrasco@msps.org](mailto:ecarrasco@msps.org)



## Path2Teach

**2025**

### PATH2TEACH SPRING BREAK CONFERENCE

Join us for two days of learning and fun!

**Monday, March 10 & Tuesday, March 11**  
8:00 AM - 3:00 PM

Mountain View High School  
Performing Arts Center  
2700 East Brown Road  
Mesa, AZ 85215  
\*Parking lot on Lindsay/Brown

**Schedule**

8:00-8:15 - Breakfast  
8:15-8:30 - Keynote speaker  
8:40-9:55 - Session 1  
10:05-11:20 - Session 2  
11:20-12:20 - Lunch provided  
12:20-1:35 - Session 3  
1:35-1:45 - Snacks available  
1:45-3:00 - Session 4

**REGISTER HERE**



**mesa**  
PUBLIC SCHOOLS

Christine Aguirre-Davis [carpedioavis@msps.org](mailto:carpedioavis@msps.org)  
Emily Carrasco [ecarrasco@msps.org](mailto:ecarrasco@msps.org)

## Day 1: Special & General Ed

- Choose from over 20 sessions
- Managing Stress
- Savvas
- Behavior Management
- Triune Brain
- Kagan Structures
- Temper and Frustration
- Certification Test Prep
- Teaching Writing

## Day 2: SpEd:

- Cohort 1: Session choices
- Cohort 2: LETRS

## GenEd:

- Cohort 1: Session choices
- Cohort 2: LETRS







## Graduation

- Keynote and guest speakers
- Recognitions
- Sway bags for graduates
- Presentation of certificates
- Closing remarks
- 68 graduates!

Partnership Attendees: ADE & ASU



# Program Retention



## P2T Teachers

Cohort	Retained	Resigned
2022-2023	72%	28%
2023-2024	72%	28%
2024-2025	81%	19%
Grand Total	75%	25%

Moving forward...

- Developing roster
- Staying connected
- Alumni support systems
- Annual conference

## P2T Teachers by EPP

EPP	Cohort	Retained		Resigned	
		Percent	Count	Percent	Count
ASU	2022-2023	80%	28	20%	7
	2023-2024	81%	34	19%	8
	2024-2025	94%	30	6%	2
ASU Total		84%	92	16%	17
MPS	2022-2023	66%	33	34%	17
	2023-2024	65%	34	35%	18
	2024-2025	73%	36	27%	13
MPS Total		68%	103	32%	48
Grand Total		75%	194	25%	65





# Associate Teachers

Work in conjunction with team members daily to co-plan, co-teach and assess student progress toward state academic standards

- Attend regular coaching support and feedback sessions with the lead/mentor teacher on topics to include: lesson plans, model planning, instruction, behavior management, and parent engagement strategies
- Reflect upon and implement coaching feedback received and actively seek continuous professional growth as an educator

# Are you ready for RESIDENCY?

Earn up to  
**\$10,000 per semester**

**Now hiring for Fall 2025**

More information:

480-472-0464

 [work@mpsaz.org](mailto:work@mpsaz.org)



**APPLY NOW!**





## ASU Teaching Fellows

The ASU Teaching Fellows program makes it easier for paraeducators to pursue their goal of becoming a teacher while continuing to work in Arizona classrooms. The job-embedded learning pathway can be applied toward an elementary education or special education bachelor's degree and certification.





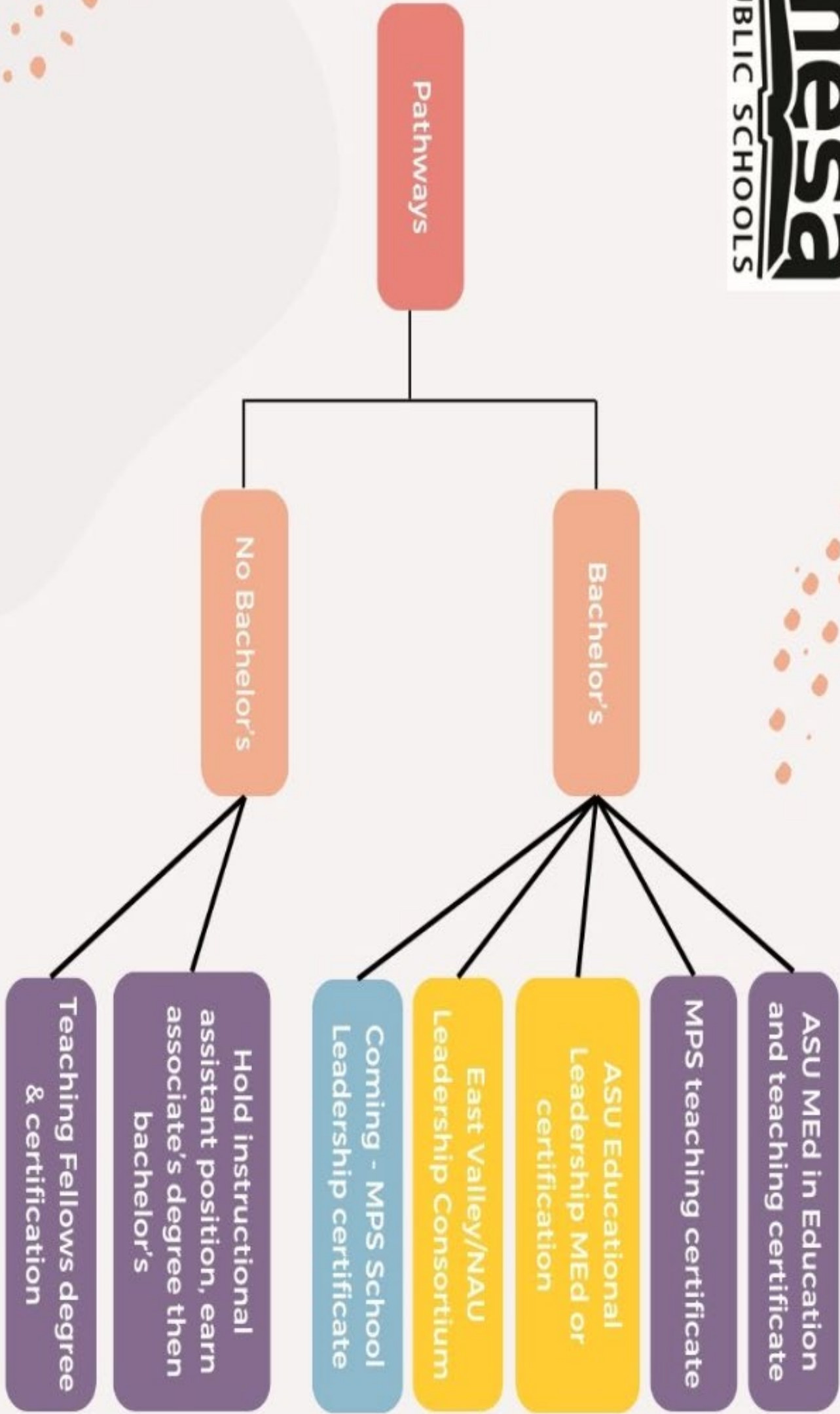
**MESA  
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE



# Apprenticeship Collaboration









# East Valley Institute of Technology



# Apprenticeships Currently Available

- Airframe Mechanics
- Electrical
- Heating, Ventilation, and Air Conditioning (HVAC)
- Plumbing
- Structural Metal Fabricators and Fitters (Welding)

# Pre-Apprentice to Apprentice

- Currently recommend a pre-apprenticeship class before applying to the apprenticeship program
- Pre-apprentice class earns credit hours towards RTI (Related Training Instruction)
  - Airframe Mechanics: 3100 hours OTJ/400 RTI (200 RTI hours credited)
  - Electrical, HVAC, Plumbing & Welding: 8000 hours OTJ/600 RTI (300 RTI Hours Credited)

## What Are We Looking For?

- **Target Business Partners:** companies that can meet the Appendix A requirements set by the State, and be able to mentor 1:1 with an apprentice
- Aviation
- Electrical
- HVAC
- Plumbing
- Welding

## What Do Businesses Gain??

- Incentive Funding for Partnering Businesses\*\*
  - \$2500 for first apprentice (disbursed in 2 installments for January/June)
  - \$1500 for each additional apprentice (disbursed in 2 installments for January/June) \*\* while funding is available
- Reliable and vetted employees



# America Building America

- Received \$6 million in June 2024 from the US Department of Labor
  - EVIT is an Apprenticeship Hub- we serve the state for apprentices, not just Maricopa County
  - Funds assist with Marketing, Professional Development for staff and employers, Employer Incentive Funding, and Building/classroom adjustments
- Goals for EVIT- ABA2 Grant by June 2028
    - 1000 Apprentices
    - 6000 Business contacts
    - 6 registered apprenticeship programs
    - Goals are to expand, diversify, and strengthen the Registered Apprenticeship system through support in the public/private business sector

## **Questions?**

**Contact: [apprenticeship@evit.edu](mailto:apprenticeship@evit.edu)**

# City of Mesa Workforce Development Strategy

## Building Mesa's Workforce of Tomorrow

The City of Mesa is committed to aligning education, business, and workforce development strategies to create a strong, inclusive, and future-ready talent pipeline.

1. Support Workforce Alignment & Growth
2. Build Intentional Connections
3. Enhance Internal Workforce Development Opportunities
4. Improve Post-Secondary Attainment

# Roundtable Share-outs