

Team 4

2025 Cohort – Southern Arizona
Workforce Leadership Academy



Meet Team 4: “Utilize what Works”



ATHENA SPARKS

REGIONAL OPERATIONS MANAGER,
ARIZONA STATE PARKS, SOUTHERN
AZ



DR. BRANDON R. MCIVER

CHIEF DATA AND ANALYTICS OFFICER,
ARIZONA DEPT. OF ENVIRONMENTAL
QUALITY, STATEWIDE



GREG LUCERO

CEO, SANTA CRUZ COUNTY
PROVISIONAL COMMUNITY COLLEGE
DISTRICT, SANTA CRUZ COUNTY



ROCIO KARY

CAREER MANAGEMENT CONSULTANT,
RIGHT MANAGEMENT, PIMA COUNTY



How Might We – Learn from those who are good at this and act on those lessons, exercise these muscles, get good?

Our Vision – “Utilize what Works”

Our Motto - “Do it like this. No, not like that.”

Community Partners

- Education
- Local Employers
- Students
- Families
- Workforce
- NGO's



Fireside Chat



Panel discussion on what works with Athena, Brandon, and Rosie moderated by Greg.

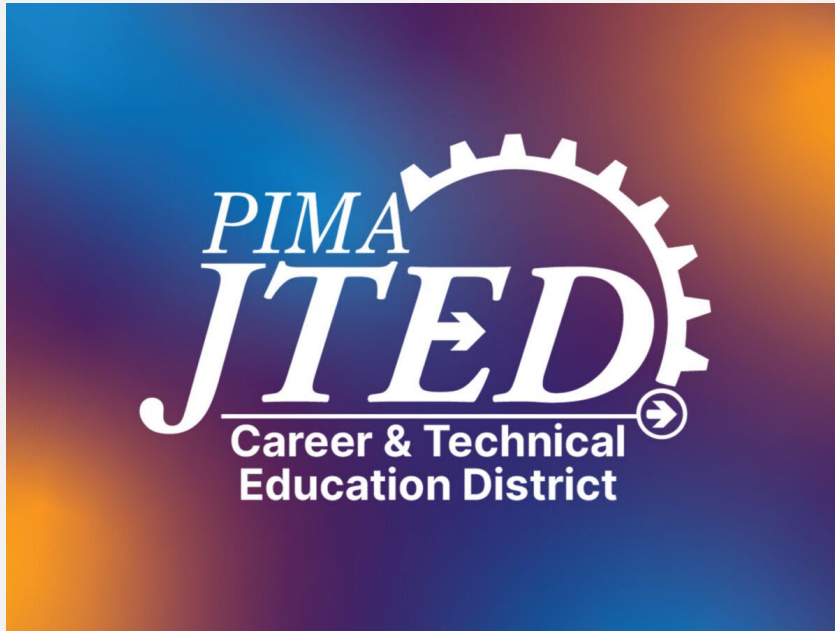
Brandon's Story



Brandon, as a retired Air Force Officer, Pima College Adjunct Faculty member, and parent of children growing up in Tucson you have a unique perspective on education and workforce training programs that are available in the greater Tucson area. While each school district provides such programs many are reliant on federal funding and/or non-governmental entities to provide support.

Are you aware of any education/workforce training models that exist in our region that have found ways to achieve success that are not dependent on federal funds and can you elaborate?

Exemplars Researched



Research Results - Pima JTED

Benefits

Fills high demand, high wage jobs

Industry Certification

Aligns directly with SoAZ workforce

Curriculum shaped by employers

Direct talent pipeline

PCC Dual-Enrollment

Program Services

Project SEARCH

Pima Cycle Breaker

Stakeholder engagement and partnership development

Needs assessment, program design, and customization

Resource allocation and infrastructure development

Research Results - Vail USD

Benefits

Vail Early College

PCC Dual Enrollment

Teachers developed (teach college level)

Community Investment into program development

Improved college completion rates

Program Services

Strategic Plan for Implementing and Scaling the Vail Model

- Stakeholder engagement and partnership development
- Needs assessment, program design, and customization
- Pilot implementation and promotion
- Long-term sustainability and scaling

Comparative Insights and Strategic Implications

- Vail's Focused Pathways
- Communication with parents
- Offices at PCC East Campus

Research Results -Pima Community College

- Flexible schedules, formats to support different lifestyles
- Dual enrollment for early access to higher education or certification
- Support programs (Veterans, SOAR, STEM, single parent program, SNAP employment training)
- Pima EdReady and Accuplacer

Research Results - Best Practices

Program Services

Dual - credit, concurrent

Partnership with private sector

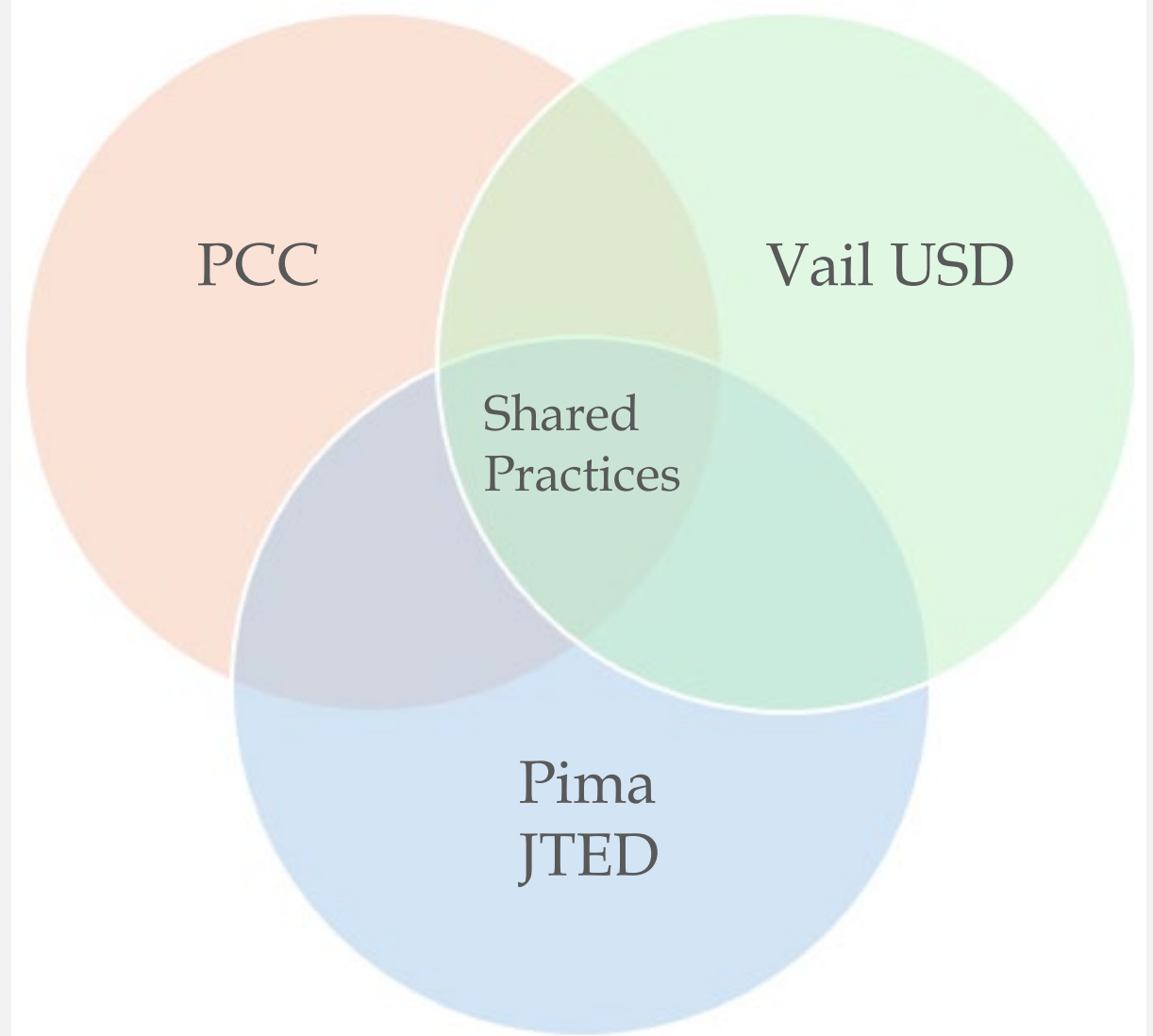
Intentionality in Teacher Development

Benefits

Increased graduation and placement

Continuation in higher education

Reduced College Costs/Student Debt



Recommendations / Key Takeaways - “How do we make things better”

1. The investment / ROI is there for your industry
2. Identify and utilize wrap-around services
3. Community Support



What resonates?

- Teacher development
- Intentionality with resources and support
- Private sector investment



Questions?

https://www.canva.com/design/DAG2jBoi6SY/Zx7Dsycr8P-MwPJKoh84dQ/edit?utm_content=DAG2jBoi6SY&utm_campaign=designshare&utm_medium=link2&utm_source=sharebutton

