

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
January 5, 2018

Members Present

Nikki Jeffords*
Terell Welch*
Kevin Foster*
Tanner Gers*
Jordan Moon*

Members Absent

Bea Shapiro
Jim Strohacker

Staff Present

Lindsey Powers, Admin. Assist.
*Teleconferenced

Guests Absent

Call to Order and Introductions

Nikki Jeffords called the meeting to order at 11:32 am in the DERS Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the December 22, 2017 Meeting Minutes

Jordan Moon motioned to approve the minutes from the December 22, 2017 meeting. Terell Welch seconded the motion. The meeting minutes were approved by unanimous voice vote.

Strategies for Inviting Employers

Nikki Jeffords stated that Terell Welch received confirmation that Tucson Electric Power would donate \$2500 to the E75 Diversity Builder Award Event. Ms. Jeffords stated the Employment Committee had accomplished several achievements in the current year and noted that the event would morph into four quarterly events, and an E75 video had been developed. Nikki Jeffords stated she reviewed a study from the Mississippi National Research and Training Center on Blindness, which studied Summer Youth Transition Programs. She stated that the study indicated that students benefitted more from receiving instructions for how to obtain employment rather than being given employment. Nikki Jeffords suggested the Employment Committee consider focusing a future quarterly event on youth transition students. Jordan Moon agreed and noted that some students participating in Vocational Rehabilitation (VR) did not have to work as hard to obtain

employment and would benefit from job seeking instruction. Nikki Jeffords stated the committee could develop a Youth Job Fair and offer instructions for resume building and how to search for employment.

Nikki Jeffords suggested that the job developers from different agencies such as the Foundation for Blind Children (FBC) and the Arizona Center for the Blind and Visually Impaired (ACBVI) be invited to attend the event. Ms. Jeffords stated that the job developers could be highlighted at the event, so the employers would know about the resources in the community. Nikki Jeffords inquired whether the clients should be invited to the event or just the employers that hired the clients. Terrell Welch noted that Charles Schwab chose not to invite the client to the previous event. Jordan Moon stated that the employer could decide whether to invite the clients. Nikki Jeffords stated that a photographer could take pictures of the employers after the event. Jordan Moon inquired whether the committee would like to take pictures of the event. Nikki Jeffords stated the committee would obtain brief biographies of all the speakers at the event, which would be included in a press release.

E75 Marketing Discussion

Jordan Moon inquired whether the committee would like to include an information table at the event and volunteered to set up the table at the event. Lindsey Powers stated she would bring some GCBVI materials and brochures to the event. Terrell Welch suggested the committee obtain information from the Labor Market regarding employment statistics specific to blind and visually impaired Arizonans. Terrell Welch noted that Arizona's clients had higher average wages and higher level of positions that individuals were placed in. Tanner Gers stated the committee could obtain national average data and compare to Arizona statistics. Nikki Jeffords suggested that Terrell Welch and Tanner Gers work together to develop Arizona blindness statistics.

Terrell Welch stated that he forwarded the E75 invitation to Employment Committee members, which had been forwarded to 2000 employers. Mr. Welch stated the invitation instructed employers to RSVP through Lindsey Powers, and to contact Terrell Welch if they were interested in sponsoring the event.

Tanner Gers inquired whether any employers that had been invited were unsure whether they would attend and would benefit from follow up calls. Terrell Welch stated the invite was recently sent out to the employers although he would welcome any assistance from committee members in contacting employers that could attend the event. Tanner Gers stated he would be willing to call employers and encourage them to attend the event.

Mr. Gers noted that as the event approached, that more employers would be likely to commit to attending the event. Terrell Welch stated he spoke to the Human Resources contact at Tucson Electric Power, who agreed to share the event invite with HR representatives at Palo Verde Nuclear Generating Station and Arizona Public Service (APS) Electric Company **(Staff Note: TEP later indicated that the business would not be able to contact individuals in Phoenix regarding the event.)**

Jordan Moon inquired whether the committee had a Facebook page that could be used to promote the event and any committee activities. Nikki Jeffords stated the committee had not developed an Employment Committee Facebook page. Ms. Jeffords suggested the committee bring a sign-up sheet to the E75 event to obtain the names of individuals that would be interested in receiving information about the committee's events.

E75 Program Development Discussion

Nikki Jeffords inquired whether any attendees had registered for the event. Lindsey Powers stated she would create the event registration through Event Brite and inquired whether the Phoenix Rescue Mission could offer the same menu as the previous year. Terrell Welch stated the Phoenix Rescue Mission could provide chicken, beef, and a tofu option to attendees. Nikki Jeffords inquired whether all the businesses that would receive awards had agreed to attend the event. Mr. Welch stated he would contact the business contacts that he had regarding attendance at the event. Nikki Jeffords inquired which businesses would receive awards at the event. Lindsey Powers stated the committee had previously agreed to recognize Charles Schwab, Fed Ex, Home Assist Health, Hyatt, and Wells Fargo. Nikki Jeffords suggested that Ability 360 be recognized as well. Ms. Jeffords stated she would contact individuals within Ability 360, Wells Fargo and Fed Ex regarding accepting the awards. Terrell Welch stated he would follow up with the Hyatt regarding award acceptance.

Nikki Jeffords inquired whether Kevin Foster was prepared to present at the E75 event. Kevin Foster stated he was prepared to present as himself rather than an employee of Motorola. Nikki Jeffords stated Kevin Foster should only disclose the information that he was comfortable with.

E75/Employment Committee Internship Discussion

Nikki Jeffords stated the committee could discuss the internship program at a future meeting. Ms. Jeffords suggested that the Arizona State University (ASU) representative responsible for the internship program should be invited to the E75 event as well as any students interested in interning for the Employment Committee.

Employment Committee Order of Selection Recommendation Discussion

This item was tabled.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee would be on January 12, 2018 from 11:30-12:30 pm in the Council Staff Office, Phoenix, AZ. Agenda items are as follows:

- Strategies to Invite Employers
- E75 Marketing Discussion
- E75 Program Development Discussion

Announcements

There were no announcements.

Public Comment

A call was made to the public with no responses forthcoming.

Adjournment of Meeting

Tanner Gers motioned to adjourn the meeting. Kevin Foster seconded the motion. The meeting was adjourned at 12:18 p.m.