# SCC Strategic Planning Meeting

## Executive Meeting Minutes

Date: April 29, 2025

Location: 610 N. Morley Ave. Nogales, AZ 85621

### 1. Call to Order

The meeting was called to order by chairwomen D. Sanchez at 9:02 AM.

### 2. Roll Call

Z. Bustamante called for roll call:  
 D. Sanchez

R. Brennan

J. Balderas

J. Moffat

Z. Bustamante

A. Chamberlain

J. Valdez

"A quorum was present."

### 3. Approval of Agenda

D. Sanchez introduced a motion for approval.

R. Brennan Seconded

### 4. Purpose of Meeting

Introduction of Consultant, John Mufad of Mufad Consulting  
The meeting focused on introducing John Mufad and initiating discussion on strategic planning for the SCC Local Workforce Development Board.

### 5. Meeting Discussion Summary

#### A. Introduction of Consultant for Strategic Planning

WIOA introduced John Mufad, citing his past work with Santa Cruz and Pima Counties. It was clarified that this meeting was exploratory; no financial decisions would be made until board approval. John has already begun stakeholder engagement.

#### B. WIOA’s Professional Background

WIOA shared his academic and professional background, including degrees in business and education administration, and experience in the aerospace and healthcare IT sectors. His current focus is workforce development and strategic planning.

#### C. Workforce Development Needs

Discussion highlighted a workforce shortage in the aviation sector and a broader gap between job demand and qualified graduates. The need for certification programs for transitioning military personnel and educational outreach to parents and counselors was emphasized.

#### D. Partnerships and Strategy

Collaboration with local businesses and educational institutions was deemed critical. The Southern Arizona Manufacturing Partnership (SAMP) was discussed as a model. Strategic questions were raised about defining actionable goals and effectively using consultant expertise.

#### E. Strategic Vision

WIOA called for a clear, action-oriented plan for the next 1–5 years. This includes building apprenticeship programs and engaging employers to identify needed skill sets. Communication of available training and certifications was cited as key to retaining local talent.

#### F. Workforce Challenges

Retention and the aging workforce were noted as ongoing challenges. There is a push to align training programs with real-time industry needs.

### 6. Action Items

* • WIOA to scan and send the agenda to Richard for review.
* • John Mufad to provide an overview of the SAMP program at the next meeting.
* • WIOA to meet with local businesses to identify workforce skill needs.
* • WIOA to build relationships with school counselors to increase program awareness.
* • John Mufad to outline steps for developing a strategic workforce plan.

### 7. Key Questions Raised

* • How can the board ensure the workforce development plan is actionable?
* • What are the current conditions of the local workforce landscape?

### 8. Adjournment

The meeting was adjourned at 10.02AM