

**The panel has touched on this issue, but for workers (or potential workers), the high tech systems you are describing will be intimidating to many. Who are the “high touch” navigators / coaches? How do people who live on the edge economically, or believe they have little potential, use these tools?**

**Liza Noland (AZRDC):** Great question. We often worry about high-tech solutions in Rural AZ as many factors sometimes inhibit access. It seems to me with programs like PipelineAZ, which was the job-seeker solution discussed on the panel, that their Case Worker platform would enable organizations like Arizona@Work, GoodWill or School Counselors to facilitate access and use.

**How do programs looking at current / near term requirements encourage education for the long term? As a scientist, I meet young students who want to be scientists. Maybe for jobs that don't yet exist. Does the pipeline become a funnel?**

**Liza Noland (AZRDC):** With TPM, I love that it flexes to address end-to-end challenges within a pipeline. To your point, we may look at long-term options as “Upskilling” - so, if an opportunity to gradually upskill employees through the pipeline exists, TPM can help to identify it and to identify partners that can help with a longer-term education plan.

**How do you as a parent & grandparent, get disconnected school leaders to BTO school Leadership academy?**

**Katy Cavanaugh (Beat the Odds) :** Great question! We meet with a wide variety of stakeholders and learn the needs of the potential educators, learners, parents and community and we have group presentations, one on one meetings and conference calls over an extended period of time with potential schools, districts and community leaders. Our experience has been that people want to be a part of a network of professionals who are learning and strategizing together with others with similar goals and passions. Once they learn about the highly interesting and meaningful research, books, case studies, problem-solving and group activities which take place during the 12 Units and 24 days over 15-18 months time, they become motivated. We also invite them to observe our current cohorts to learn from their own perspective the power of the collaboration and learning.

**Have you explored the retirement workforce? Many retirees are looking to return to the workforce to supplement income. They can bridge the gaps in current labor force.**

**Liza Noland (AZRDC):** I see PipelineAZ applying well here, as a resource for retirees to (1) upload their profile for employers and (2) identify new career paths based on their interests.

**Are there more education opportunities available in rural communities than there are in the summer? Yes, this is a joke.**

**Liza Noland (AZRDC):** I'm sorry - I don't understand the question

**Question for Richard - 3-2 model - What kinds of careers / jobs are you getting involved in program?**

Questions we answered during the session:

Suggestion - Engage AZ HR professionals - this is gold! Contact local SHRM chapters or AZ State SHRM to reach people.

Could someone speak to the value of culture and how a company's culture relates to knowledge, skills, ability of workforce

Need more trade classes in our school system in rural areas. Better assessments on skills in the workforce. Being able to afford programs in rural areas. Beat the Odds Leadership Academy has grant funding from Arizona GEAR UP and from the Governor's Education Office. We can match the cost for rural districts and make this very affordable and a great investment which impacts a large percentage of every student's success.

Could the TPM program partner in a very deliberate way, the schools CTE curriculums? Essentially take the lead in CTE vs rely on limited school resources and fiscal backing.

We have a workforce with many people who have been un- or under-employed for so long: People don't want 40 hours or quit because the work is hard.

Has PipelineAZ partnered with the Department of Defense to work with separating veterans? As an example, the army has a program "soldier for life" a requisite program for separating soldiers that is designed to assist in entering workforce on civilian side.

1-2-7 question - What % of 7 is associate degree versus certificate?

How is PipelineAZ tied to AZ@Work? Is this yet "another" pipeline or are these all interconnected?