



**NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD EMPLOYER CONNECTION COMMITTEE**

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board Employer Connection Committee and to the general public that the Maricopa County Workforce Development Board Employer Connection Committee will hold a meeting open to the public on:

Tuesday, December 20, 2022 – 1:30 p.m.

West Valley Career Center

4425 W. Olive Avenue

Glendale, Arizona

or

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

The Agenda for the meeting is as follows:

****Indicates materials attached, please review/read prior to meeting.***

1. Call to order.

2. Roll Call.

3. Welcome and Opening Remarks.

4. Consent Agenda.

For Possible Action.

The Committee will consider and vote on the items on the consent agenda. Consent agenda is established to efficiently dispense the business of the MCWDB. These items will not be discussed unless a Member of the Committee asks to remove the item from the consent agenda.

- a. Meeting Minutes: October 6, 2022*
-

5. Chair Report.

6. Information/Discussion Only

- a. Industry Ranking Presentation*
 - b. Business Services Update*
 - c. Business Upskilling Report*
-

7. Call to Public.

8. Adjourn.

NEXT MEETING: February 2, 2023

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.



Consent Agenda.

Meeting Minutes



MINUTES OF PUBLIC MEETING OF THE MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD
Employer Connection Committee

Thursday, October 6, 2022 – 9:30 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701

Members Present: Ismial Rangel, Marcia Veidmark, Gregg Ghelfi, Noelle Trinder, Konrad Robichaud, Steve Navis, Julie Stiak
(Note: All members present attended via GoTo meeting)

Members Absent: Matt Clark, Scott Holman, Subhash Chandra

MEETING

Call to Order.

Sitting in for Committee Chair Subhash Chandra, Committee Member Noelle Trinder called the meeting to order at 9:32 a.m. and requested a roll call.

Roll Call.

MCWDB Board Liaison Deseret Romero took roll. A quorum was present.

Welcome and Opening Remarks.

Committee Member Noelle Trinder welcomed everyone to the meeting and initiated introductions for the FY23 MCWDB Employer Connection Committee members.

Consent Agenda.

Meeting Minutes: April 7, 2022.

Committee Member Noelle Trinder asked for a motion to approve the MCWDB Employer Connection Committee April 7, 2022, Meeting Minutes. Marsha Veidmark made a motion; Julie Stiak seconded the motion.

Committee Member Trinder called for roll call vote:

In Favor: Ismial Rangel, Marcia Veidmark, Gregg Ghelfi, Noelle Trinder, Konrad Robichaud, Steve Navis, Julie Stiak

Opposed: None

Abstained: None

Motion passed.

Chair Report.

No report.

Information/Discussion Only.

In-Demand Industry Presentation

Rachael Tashbook, Economist with the Arizona Office of Economic Opportunity (OEO) provided a presentation on the in-Demand industries. Below are the highlights from Ms. Tashbook's presentation.

- Arizona Office of Economic Opportunity
 - o Establishment and Mission
 - o Areas of Focus (workforce, economic analysis, labor statistics, and population)
- Workforce Development Board
 - o Overview
 - o In-Demand industries & Occupations Focus
- WIOA Definition of In-Demand Industries and Occupations
- Arizona Office of Economic Opportunity Data Resource Assistance
 - o Industry Analysis
 - o Occupational Ratings
 - o Occupational Analysis
- Summary
- Next Steps

MCWDB Executive Director Steve Clark thanked Ms. Tashbook for her presentation and noted that the MCWDB Full Board would likely start the process of reviewing the MCWDB's in-demand industries. Mr. Clark also noted that he did not expect the industries to change significantly, considering the current regional industry demands. Mr. Clark shared his anticipation of having the Board's updated in-demand industries identified by the end of the year.

Both Committee members Noelle Trinder and Marcia Veidmark thanked Ms. Tashbook for her presentation and emphasized the importance of the discussed data for future Committee and Board discussions.

Employer Connection Committee Priorities

Committee Member Noelle Trinder lead the Committee discussion on the following questions.

- i. What do you see as some of the most significant gaps between job seekers and employers, and what ideas do you have to bridge these gaps?

RESPONSES:

- Connecting businesses to potential employees
 - Providing additional guidance to small businesses with limited resources
- Mr. Clark noted that he would reach out to Tina Russo with the Maricopa County Workforce Development Division (WDD) to see how we currently assist small businesses and report back to the Committee.
- Maricopa County Community College District has been working with WDD to identify ways of bridging the gaps in order to improve student enrollment. Specifically, to fill certain industry gaps like construction.
 - Utilizing and/or creating fast-track programs (i.e. the Healthcare Apprenticeship program)

- ii. Considering the Strategic Planning goals and committee focus, what resources can the MCWDB staff provide to assist the committees better?

RESPONSES:

- MCWDB staff can provide data, training and/or reports requested by the Committee
- Acronym Reference Guide

- iii. What innovative ideas might be used to create the committees' focus areas?

RESPONSES:

- Connecting employees to skilled training opportunities for career advancement

- Talent Pipeline Management by the Chamber
- Greater Phoenix Economic Council (GPEC) Predictive Index on Industry Presentation
- MCWDB Executive Director Steve Clark – provide examples of partners that are working on similar higher-level upskilling for further discussion by the Committee at the next meeting.

iv. Do the in-demand industries align with today’s workforce needs?

RESPONSES:

- Yes, initially the current MCWDB industries look to align.
- Additional data and discussion will assist in the Board’s development of the in-demand industries.
- OEO’s data analysis should be updated in November for review.

Committee Member Noelle Trinder summarized the discussed tasks and agenda items for the next Employer Connection Committee meeting (December 1, 2022).

- Industry Ranking Presentation by OEO Economist Rachael Tashbook
- Small Business Guidance Assistance Update by WDD Business Services Program Manager Tina Russo
- WIOA Acronyms Reference Guide to be provided by MCWDB staff
- Higher-Skilled upskilling ideas to be provided by MCWDB Executive Director Steve Clark

Next Meeting – December 1, 2022

MCWDB Executive Director Steve Clark shared the results from the MCWDB Full Board’s survey related to meeting preferences for fiscal year 2023. Mr. Clark noted that MCWDB staff would coordinate with Chair Chandra to identify his preference for the December 1, 2022 meeting.

Survey Results

Full Board Preference

In-Person – 20%
Virtual – 80%

Committee Preference

In-Person – 20%
Virtual – 80%

Call to the Public.

Committee Member Noelle Trinder made a call for public comment. No one spoke.

Adjourn.

Committee Member Noelle Trinder adjourned the meeting at 10:41 a.m.

**For additional information, contact MCWDB staff at: MCWDB@maricopa.gov*



Information/Discussion Only.

Industry Ranking Presentation



**Maricopa
In-Demand Industry Discussion**

December 2022

Introductions

- Please introduce yourself!
- Tell the group:
 - Your name, position, what organization you're with, and what your first job was!

Agenda

- In-Demand Requirements
- Labor Market Data
- Discussion & Decisions
 - What factors should be considered for determining the In-Demand Industries?
 - What additional strategies should be considered using the In-Demand Industries?
 - Which industries should be considered 'In-Demand'?

What does 'In-Demand' mean?

Industry sector that has a substantial current or potential impact (including through jobs that lead to economic *self-sufficiency* and opportunities for *advancement*) on the state, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors.

WIOA Section 3(23)

Who selects 'In-Demand' industries and occupations?

The determination of whether an industry sector or occupation is in-demand... using State and regional business and labor market projections, including the use of labor market information.

WIOA Section 3(23)(B)

Why are In-Demand industries important?

- Determine workforce board **membership**
- Focus **employer engagement efforts**
- Support development of **targeted career pathways** for all WIOA programs' participants
- Clarify which educational programs get approved for the Eligible Training Provider List (ETPL)
- Influence required local board decisions

Note: Local Workforce Development Boards could develop goals, strategies, and metrics relating to the In-Demand industries.

Potential Board Goals & Action Items

<u>Potential Local Board Goals</u>	<u>Potential Local Board Action Items</u>
Alignment of strategic and operational activities services.	<p>Develop requirements, guidance, and/or tools to help with the practical application of In-Demand Industries and Occupations by service providers</p> <p>Train ARIZONA@WORK staff to use In-Demand tool on ARIZONA@WORK website</p>
Communication and inter-agency/partner support of key, target industries.	<p>Host strategic planning sessions to educate and coordinate support by community partners and operations for 1+ In-Demand Industries</p> <p>Develop cross-partner career pathways to help program participants in multiple WIOA programs access In-Demand Occupations</p>
Ensuring prioritization of more 'in need' employers for obtaining services.	<p>Develop ARIZONA@WORK workgroup to develop employer engagement and career pathways for 1+ In-demand Industries</p> <p>Develop requirements for training programs approved to be listed on the eligible training provider list</p>

Other?

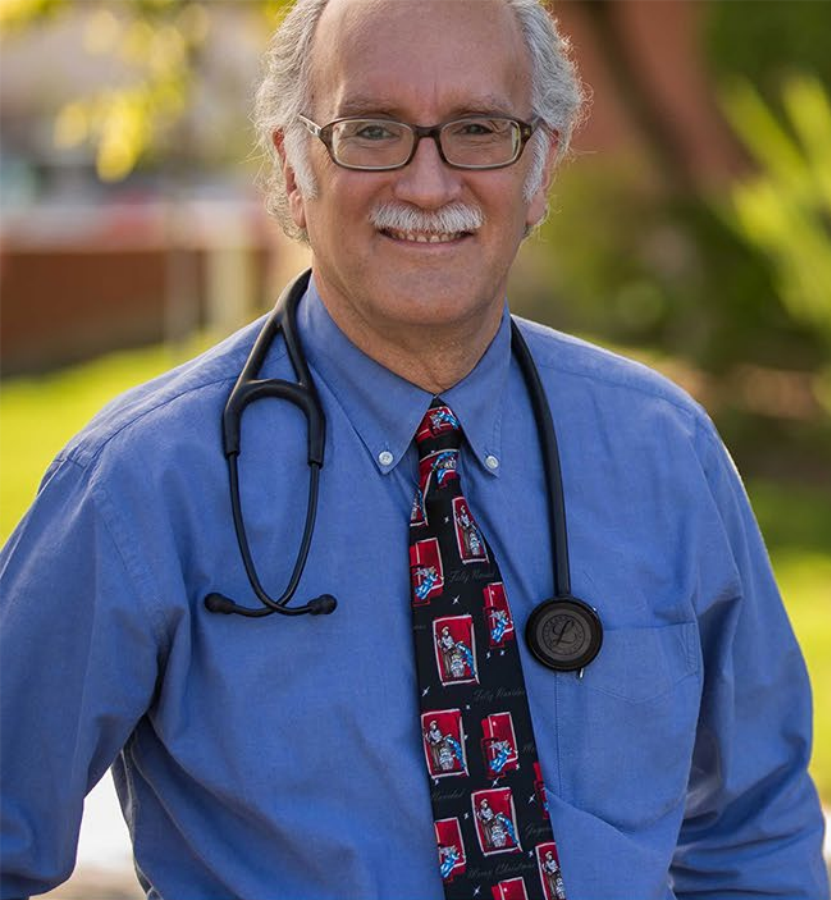


Key Questions

- How should we support the selected industries?
- Does the team want to focus resources on a few target industries, or broadly support many industries?

Considerations when making selections

- Labor Market Data
- Additional variables, considerations, etc.?
 - E.g. Are there any great industry partnerships that the LWDB would like to continue to prioritize?



Gordon G. @WORK

Dr. Gordon G. @WORK

The Latest Local Labor Market Data Rankings

Provided by the Arizona Office of Economic Opportunity

Labor market needs of the In-Demand Industries

- Focuses on strong employment and wage growth within the private sector
- Identifies the current needs of industries for job seekers looking for employment now
- Considers both numeric and percentage growth to highlight large and small industries equally
- Includes forecasted employment trends to prepare for future needs

Variables used to rank In-Demand Industries

- Employment and wage levels
- Historic employment and wage changes
- Employment and wage advantages (location quotient)
- Projected employment growth

Current Maricopa In-Demand Industries

1. Information
2. Manufacturing
3. Health Care & Social Assistance
4. Finance & Insurance
5. Construction
6. Transportation & Warehousing

Source:
Modified PY 2020-PY2023 Maricopa Workforce Plan

Maricopa – Phoenix

2022 Top Industries by Overall Ranking

1. Finance and insurance
2. Construction
3. Retail trade
4. Mining, quarrying, and oil and gas extraction
5. Health care and social assistance
6. Manufacturing
7. Accommodation and food services
8. Real estate and rental and leasing
9. Transportation and warehousing
10. Arts, entertainment, and recreation
11. Professional and technical services
12. Wholesale trade
13. Administrative and waste services
14. Management of companies and enterprises
15. Other services, except public administration
16. Educational services

Source: Office of Economic Opportunity, 2022

Total Maricopa 2022 Top Industries by Overall Ranking

1. Construction
2. Health care and social assistance
3. Finance and insurance
4. Retail trade
5. Accommodation and food services
6. Transportation and warehousing
7. Administrative and waste services
8. Manufacturing
9. Professional and technical services
10. Real estate and rental and leasing
11. Wholesale trade
12. Management of companies and enterprises
13. Information Technology
14. Arts, entertainment, and recreation
15. Video, audio and print publication
16. Mining, quarrying, and oil and gas extraction

Source: Office of Economic Opportunity, 2022

Causes of Changes

The **new methodology**:

- Weighs all labor market variables equally
 - This allows the Local Workforce Development Board to identify and prioritize variables
- Combines the employment location quotient (LQ) and wage LQ rankings into one variable for overall ranking
- Information industry broken out into two sub-industries:
 - Information Technology
 - Video, audio and print publication

Selection Considerations

What proportion of total area employment does the team want to focus on?

Selecting too many industries may limit the effectiveness of available workforce resources in their efforts to make significant improvements to any one industry

Selecting too few industries may limit the opportunities of job seekers when exploring training resources

Examples of Potential Selections: Maricopa – Phoenix 2022 Rankings

In-Demand Group	Share of Total Area Employment	Total Employment Level (2018)	Average Historical Employment Annual Percent Change (2019 Q1 - 2022 Q1)	Projected Employment Annual Percent Change (2021-2023)	Average Wages (2018)	Average Wage Growth (2019 Q1 - 2022 Q1)
Top 8 Industries	68.49%	726,032	3.48%	4.91%	\$ 1,235.38	5.86%
Top 6 Industries	54.69%	579,730	3.98%	4.62%	\$ 1,363.11	5.57%
Top 4 Industries	31.55%	334,438	4.83%	4.03%	\$1,350	7.37%

Discussion

- What factors should be considered when deciding the In-Demand Industries?
- What goals and strategies would the Board like to consider using the In-Demand Industries?

Example of Additional Data to Consider-

Title I: All Programs

The top 6 ranked industries based on the overall 2022 labor market data rankings made up 51.5% of identified industries Title I participants saw employment in for Q12018-Q2021.

WIOA Title I Adult, Dislocated and Youth Program		
Employment 2nd Quarter After Exit by Industry		
Q12018 - Q22021		
Industry Name	Employment Count	Top 2022 Ranking
Construction	734	2
Administrative and Support and Waste Management	368	
Accommodation and Food Services	209	
Health Care and Social Assistance	162	5
Retail Trade	299	3
Wholesale Trade	92	
Transportation and Warehousing	140	
Professional, Scientific, and Technical Services	61	
Other Services (except Public Administration)	55	
Manufacturing	52	
Educational Services	49	
Finance and Insurance	46	1
Manufacturing	32	
Arts, Entertainment, and Recreation	30	
Information	29	
Real Estate and Rental and Leasing	28	
Public Administration	26	6
Manufacturing	25	
Agriculture, Forestry, Fishing and Hunting	22	
Mining, Quarrying, and Oil and Gas Extraction	8	4
Utilities	5	
Management of Companies and Enterprises	2	

Thank you!

- LMI Questions?
Rachael Tashbook
602-771-0047
Rachael.Tashbook@oeo.az.gov

Balance of Maricopa Workforce Two-Digit Industry Rankings

Overall Rank	Industry ¹ Title	Code	Employment Level (2022 Q1)		Historical Employment Annual Percent Change (2019 Q1 - 2022 Q1)		Projected Employment Numeric Change (2021-2023)		Projected Employment Annual Percent Change (2021-2023)		Average Weekly Wage (2022 Q1)		Historical Average Weekly Wage Percent Change (2019 Q1 - 2022 Q1)		Employment Location Quotient (2022 Q1)	Wage Location Quotient (2022 Q1)	Employment and Wage LQ
			Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Estimate	Rank ²
1	Finance and insurance	52	81,014	6	5.2%	6	7,666	5	4.5%	9	\$2,276	4	7.9%	4	1.5	0.7	10
2	Construction	23	79,722	7	3.4%	8	11,488	3	7.3%	3	\$1,367	9	5.4%	9	1.3	1.1	8
3	Retail trade	44	173,062	1	5.3%	5	7,112	6	2.3%	15	\$889	15	8.0%	3	1.3	1.2	3
4	Mining, quarrying, and oil and gas extraction	21	640	18	12.1%	1	88	16	6.5%	4	\$6,671	1	28.1%	1	0.1	2.7	10
5	Health care and social assistance	62	160,822	2	2.3%	11	18,420	1	5.5%	6	\$1,194	10	3.9%	14	0.9	1.2	8
6	Manufacturing	31	84,470	5	3.7%	7	8,965	4	5.4%	7	\$1,737	7	1.6%	16	0.8	1.2	8
7	Accommodation and food services	72	121,610	3	0.7%	14	15,230	2	6.4%	5	\$561	18	6.5%	7	1.1	1.2	5
8	Real estate and rental and leasing	53	24,692	13	5.5%	4	2,114	13	4.4%	10	\$1,558	8	9.3%	2	1.3	1.1	7
9	Transportation and warehousing	48	40,061	9	9.0%	3	5,664	7	7.4%	2	\$1,017	12	-0.5%	17	0.7	1.0	14
10	Arts, entertainment, and recreation	71	23,335	14	1.0%	13	5,292	9	9.2%	1	\$904	13	4.7%	10	1.4	1.1	5
11	Professional and technical services	54	66,305	8	2.5%	10	5,655	8	4.1%	11	\$1,771	6	4.2%	12	0.8	0.8	14
12	Wholesale trade	42	37,336	10	3.1%	9	1,598	14	2.1%	16	\$2,034	5	6.8%	6	0.8	1.1	10
13	Administrative and waste services	56	87,272	4	-2.0%	16	4,956	11	2.8%	14	\$1,019	11	7.4%	5	1.1	1.0	11
14	Management of companies and enterprises	55	15,389	15	10.0%	2	1,395	15	5.0%	8	\$2,650	3	4.0%	13	0.7	0.8	16
15	Other services, except public administration	81	30,120	12	1.7%	12	2,419	12	3.3%	12	\$886	16	4.4%	11	0.8	1.1	11
16	Educational services	61	34,218	11	0.4%	15	5,087	10	2.9%	13	\$894	14	2.4%	15	1.4	0.9	9

¹ The Information Technology industry combines the following NAICS industry codes: 51121 Software publishers; 51741 Satellite telecommunications; 51791 Other telecommunications; 51821 Data processing, hosting, and related services; and 51913 Internet publishing and broadcasting and web search portals. The Video, Audio and Print Publication industry includes the NAICS 51 Information industry less the NAICS industry codes included in Information Technology.

² The employment and wage location quotient rankings were combined into one ranking to avoid over-weighting
Source: Office of Economic Opportunity

Maricopa County Workforce Two-Digit Industry Rankings

Overall Rank	Industry ¹ Title	Code	Employment Level (2022 Q1)		Historical Employment Annual Percent Change (2019 Q1 - 2022 Q1)		Projected Employment Numeric Change (2021-2023)		Projected Employment Annual Percent Change (2021-2023)		Average Weekly Wage (2022 Q1)		Historical Average Weekly Wage Percent Change (2019 Q1 - 2022 Q1)		Employment Location Quotient (2022 Q1)	Wage Location Quotient (2022 Q1)	Employment and Wage LQ
			Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Estimate	Rank ²
1	Construction	23	141,010	6	3.5%	4	17,113	3	6.1%	4	\$1,367	11	5.4%	10	1.2	1.1	8
2	Health care and social assistance	62	291,383	1	2.6%	6	31,434	1	5.2%	6	\$1,194	12	3.9%	16	0.9	1.2	9
3	Finance and insurance	52	151,425	5	1.8%	10	12,069	7	3.7%	10	\$2,276	5	7.9%	5	1.6	0.7	11
4	Retail trade	44	241,155	2	2.4%	7	9,688	9	2.1%	15	\$889	17	8.0%	4	1.0	1.2	6
5	Accommodation and food services	72	190,135	3	-0.4%	15	20,913	2	5.8%	5	\$561	20	6.5%	8	1.0	1.2	7
6	Transportation and warehousing	48	106,951	9	10.0%	1	16,282	4	8.0%	3	\$1,017	14	-0.5%	19	1.1	1.0	11
7	Administrative and waste services	56	189,632	4	-1.1%	16	14,206	5	3.6%	11	\$1,019	13	7.4%	6	1.3	1.0	8
8	Manufacturing	31	136,254	7	2.4%	8	12,643	6	4.7%	7	\$1,737	9	1.6%	18	0.7	1.2	11
9	Professional and technical services	54	133,654	8	3.1%	5	11,011	8	4.0%	9	\$1,771	8	4.2%	14	0.8	0.8	17
10	Real estate and rental and leasing	53	45,670	13	1.4%	11	3,013	15	3.4%	12	\$1,558	10	9.3%	3	1.3	1.1	7
11	Wholesale trade	42	80,618	10	2.1%	9	3,251	14	2.0%	16	\$2,034	7	6.8%	7	0.9	1.1	10
12	Management of companies and enterprises	55	35,012	14	9.2%	2	2,587	16	4.2%	8	\$2,650	3	4.0%	15	0.9	0.8	16
13	Information Technology	59	12,534	17	-10.1%	20	6,809	12	14.2%	1	\$2,321	4	4.3%	13	1.8	0.9	9
14	Arts, entertainment, and recreation	71	31,670	15	-3.1%	19	7,595	10	9.6%	2	\$904	15	4.7%	11	1.0	1.1	8
15	Video, audio and print publication	58	25,870	16	7.5%	3	-4,064	20	-12.6%	20	\$2,213	6	17.0%	2	0.7	0.9	17
16	Mining, quarrying, and oil and gas extraction	21	1,855	20	-2.8%	18	49	19	1.3%	17	\$6,671	1	28.1%	1	0.2	2.7	11

¹ The Information Technology industry combines the following NAICS industry codes: 51121 Software publishers; 51741 Satellite telecommunications; 51919 Other telecommunications; 51821 Data processing, hosting, and related services; and 51913 Internet publishing and broadcasting and web search portals. The Video, Audio and Print Publication industry includes the NAICS 51 Information industry less the NAICS industry codes included in Information Technology.

² The employment and wage location quotient rankings were combined into one ranking to avoid over-weighting

Source: Office of Economic Opportunity



Information/Discussion Only.

Business Services Update

Business and Community Services

(BCS) 12.20.22



ARIZONA @ WORK™
MARICOPA COUNTY

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Maricopa County Human Services Department
Workforce Development Division

Agenda

1. Introductions
2. Small Business Resources
3. Event Highlights
4. Business and Community Services Realignment
5. Questions



Small Business Boot Camp

Arizona Commerce Authority

Virtual Webinars, Hands-on Workshops

Business Tax Basics Lunch and Learn Virtual

<https://www.azcommerce.com/small-business-boot-camp/>



US. Small Business Administration

Training Platforms

Free or Low-Cost Counseling in Your Area

<https://sba.gov>



Bureau of Labor Statistics

<https://www.bls.gov/brs/>



IRS Business Site

Small Business Selection on Left Wing

<https://www.irs.gov/businesses>

Workforce Center @ Mesa

Grand Opening, 12.8.22

Partnership Between:

City of Mesa, A New Leaf, Maricopa County, MesaCAN- Rental and Utility Assistance, WIC, Vaccine Clinic, Clothing Closet, Financial Empowerment, BankWork\$

Speakers

Mayor of Mesa, John Giles

Human Services Department Director, Jacqueline Edwards

A New Leaf Chief Executive Officer, Mike Hughes

Vice Mayor of Mesa, Jenn Duff

Maricopa County Board Supervisor, Jack Sellers (District 1)

Maricopa County Board Supervisor, Tom Galvin (District 2)

Hiring Event In Surprise, AZ

- September 29, 2022
- Restaurant and Retail
- 17/24 Small Business (less 50)
- 3 Small Business (less 10)
- 35 Jobseekers
- 5 Placements





EVC Community and Hiring Event

12/8/22

9 Businesses Present

3 In Demand (Construction & Logistics)

11 Provisional Hires

Early Education Head Start Applications

Rental & Utility Assistance Applications

County HR in the afternoon

Workforce Development Division

BCS Team Alignment

East Valley	West Valley
Business Services Representative - Healthcare & Finance	
Business Services Representative - Manufacturing & Construction	
Business Services Representative - Information & Transportation/Logistics	
Scottsdale Workforce Development Coord.	Surprise Workforce Development Coord.
Temp Workforce Development Coord.	Wickenburg Workforce Development Coord.
Mesa Workforce Development Coord.	Avondale Workforce Development Coord.
Queen Creek Workforce Development Coord.	Gila Bend Workforce Development Coord.

Contact Us

Tina Russo

Program Manager



Phone

602-372-4220



Address

East Valley Campus
1001 W. Southern Ave. Suite #101
Mesa, AZ 85210



Website

www.arizonaatwork.com/maricopa

For More Services:

HSD.Maricopa.gov



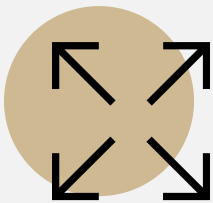
Information/Discussion Only.

Business Upskilling Report

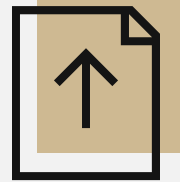
MCWDB Business Upskilling Report December 2022

Healthcare Careers Pathway Strategist
Jordan Dodeward

HIRE TO TRAIN/ASSIST



TO THE IDEAL JOB
FROM A LOWER-LEVEL
POSITION

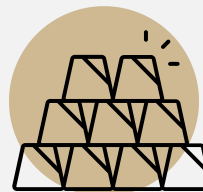


EMPLOYER TO AID &
ASSIST IN TRAINING &
EDUCATION

APPRENTICESHIPS & TRAINING



APPRENTICESHIP
INTERMEDIARIES
TO ASSIST IN
DEVELOPMENT



STACKABLE
TRAINING
PROGRAMS

UNCONVENTIONAL TACTICS



CERTIFICATIONS &
CE CREDITS

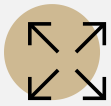


NETWORKS &
ALUMNI RESOURCES

MCWDB Business Upskilling Narrative December 2022

Healthcare Careers Pathway Strategist
Jordan Dodeward

HIRE TO TRAIN/ASSIST



Clearly displaying and promoting a career path from the bottom up can help recruit and retain loyal employees. Also, keeping experienced professionals within their field helps to create a robust workforce.



Oftentimes, the career path beyond a credential requires education and state licensure. So, offering assistance or guidance through the process of upskilling can retain and recruit employees seeking to advance their careers.

APPRENTICESHIPS & TRAINING



Work with an intermediary provider to offer apprenticeships resulting in national, industry-endorsed credentials.



Work with an intermediary provider to offer customizable and stackable training programs to employees.

UNCONVENTIONAL TACTICS



Jobs that require a license or certification typically mandate continuing education. By hosting and offering continuing education courses through your business, you not only attract dedicated professionals, but you instantly position your company to showcase job openings.



Many careers have a professional association or alliance. Partner with said association to develop apprenticeships, training, and hiring events. Additionally, start an employee network to incentivize employee referrals. An employee alumni network can also be conducive to recruiting talent.