

Quarterly Cabinet Meeting

JUNE 21, 2017

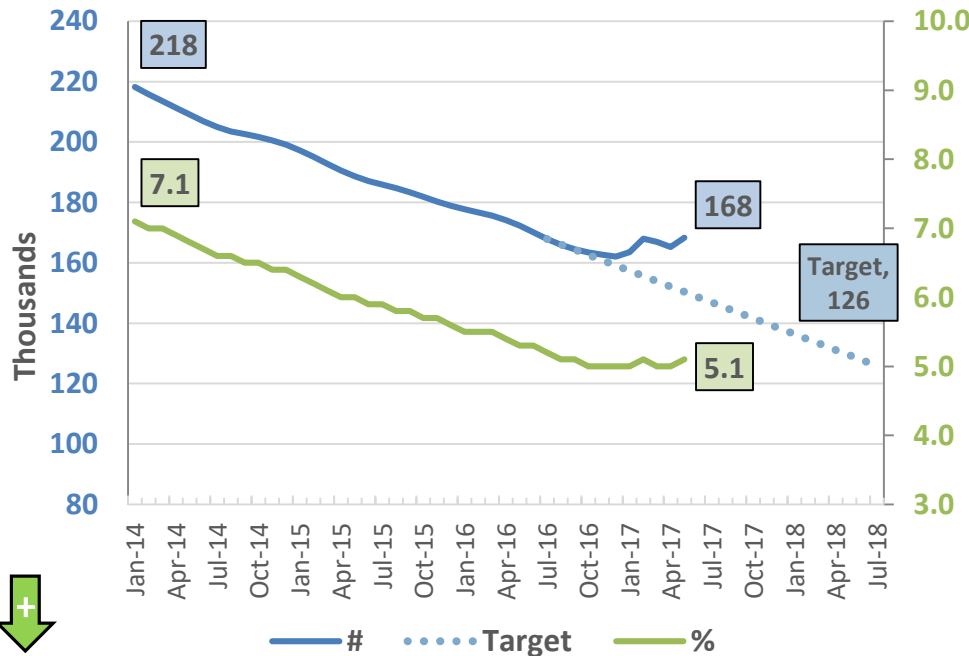


Workforce Project Dashboard

Project Lead: Paul Shannon
Project Coach: Evans Kerrigan
Project Manager: Trevor Abarzua
Policy Advisor: Mara Mellstrom

Goal	2-year	5-year
↓ the # of unemployed (Base: 167,800)	25% (125,850)	50% (83,900)

Project Agencies: Commerce Authority, Office of Economic Opportunity, DES, Local workforce entities, ADOT, ROC, AHCCCS



Problem Statement:

There is a fundamental misalignment in Arizona between industry employment needs, the skillset of the available workforce, and the training providers that are commissioned to close this gap.

Activity Updates:

- Procured AZ Career Readiness Credential to increase employability skills of entry level and discouraged workers
- Developing curriculum for the Advanced Technology Corridor
- Identify root-causes through outreach to workforce employees around the state
- Deploying AMS throughout AZ@Work – w/ a pilot site in Pinal County
- Reorganize DES workforce structure to focus on job ready individuals, especially UI
- **Developed 3 proposals for today**

Challenges:

- Multiple root causes
- Inter-agency coordination & data sharing
- Alignment with other breakthrough projects
- Identify appropriate scope



Workforce

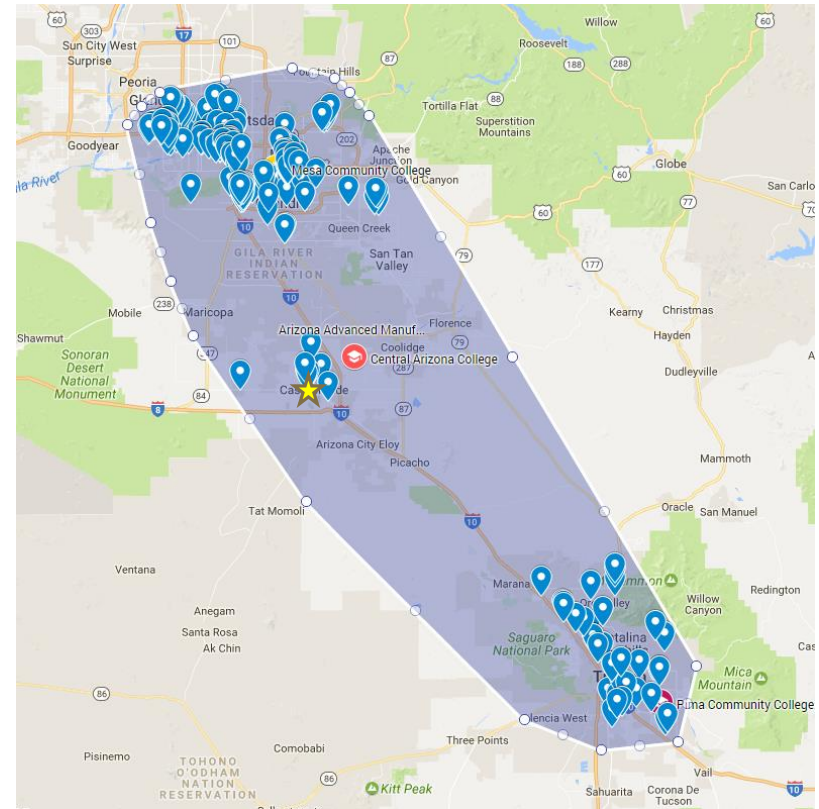
Update: Advanced Technology Corridor

81% (129,000) of the state's manufacturing jobs are in the Corridor – primarily aerospace & semiconductors.

- ✓ Formal charter among the colleges
- ✓ Dedicated curriculum work group
- ✓ Endorsed by the Workforce Arizona Council

Next Steps

- Connect the curriculum work group's efforts to Arizona@Work
- Connect the work to the Arizona Roadmap to Veteran Employment



Workforce

Arizona Career Readiness Credential

- ✓ Determined need based on analysis and national best practices
- ✓ Developed vision and criteria
- ✓ Procured the solution, and received approval from the WAC

Next Steps & Proposals

- Deploy statewide to workforce system and Recidivism Employment Centers
- Expand to technical schools, community colleges & more
- Hypothesis: soft skills are an individual's hedge against automation

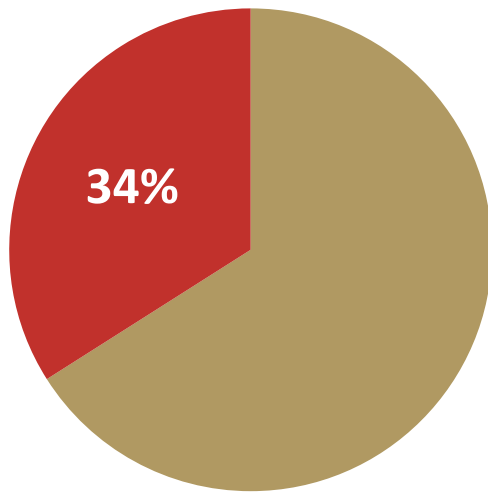
**Proposal: Expand employability skills training to middle and high school students
(soft, technical and academic skills)**



Workforce

Delay the Box

Unemployed Prime Age Working Men



■ Criminal Record

- Everyone deserves the opportunity to earn a living
- 34% of the unemployed prime working age men have a criminal record
- A conviction reduces the likelihood of a job callback or offer by 50%
- As an employer, adopt a “delay the box” policy, and model the behavior we want the private sector to follow
- Positive outcomes for both the workforce and recidivism projects

Proposal: Adopt a “Delay the Box” policy as an employer



Workforce

Small Business Healthcare Cost Alleviation

Problem: Less than half of Arizonans get their health insurance coverage from an employer

- ✓ Some employment arrangements (part-time, contract, “gig” work) don’t provide health insurance benefits
- ✓ Some avoid fulltime work to maintain Medicaid
- ✓ Convening breakthrough group with representation from ACA, AHCCCS, DES and OEO
- ✓ Looking at other States’ responses to similar issue

Proposal: continue to work on options tailored to the evolving situation

