

Workforce Preparedness

GOAL COUNCIL 2:

STRONG, INNOVATIVE ECONOMY



Problem Statement, Scope and Goal

Problem:

- 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.

Scope:

- Direct influence, through spending and executive authority, to change behaviors of state entities.
- Indirect influence, through facilitation and coordination, for those entities not currently under the state's authority.

Goal Statement

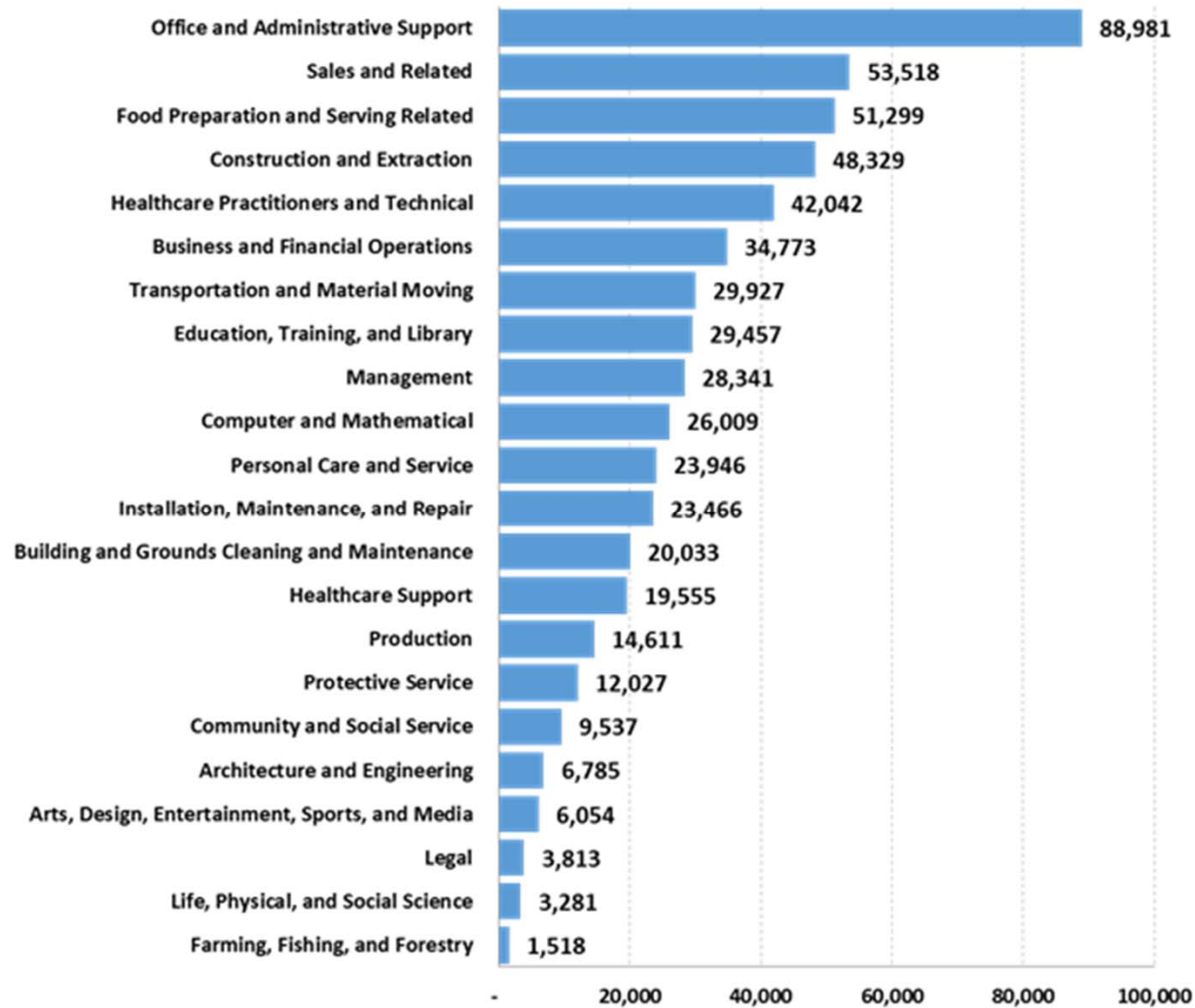
- Reduce the number of people who are unemployed

2-year (12/31/2018)	2-year stretch (12/31/2018)	5-year (12/31/2021)	5-year stretch (12/31/2021)
15% (190,200 to 161,670)	25% (190,200 to 142,650)	30% (190,200 to 133,140)	50% (190,200 to 95,100)

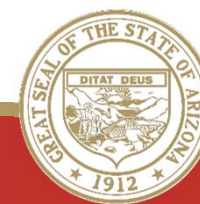
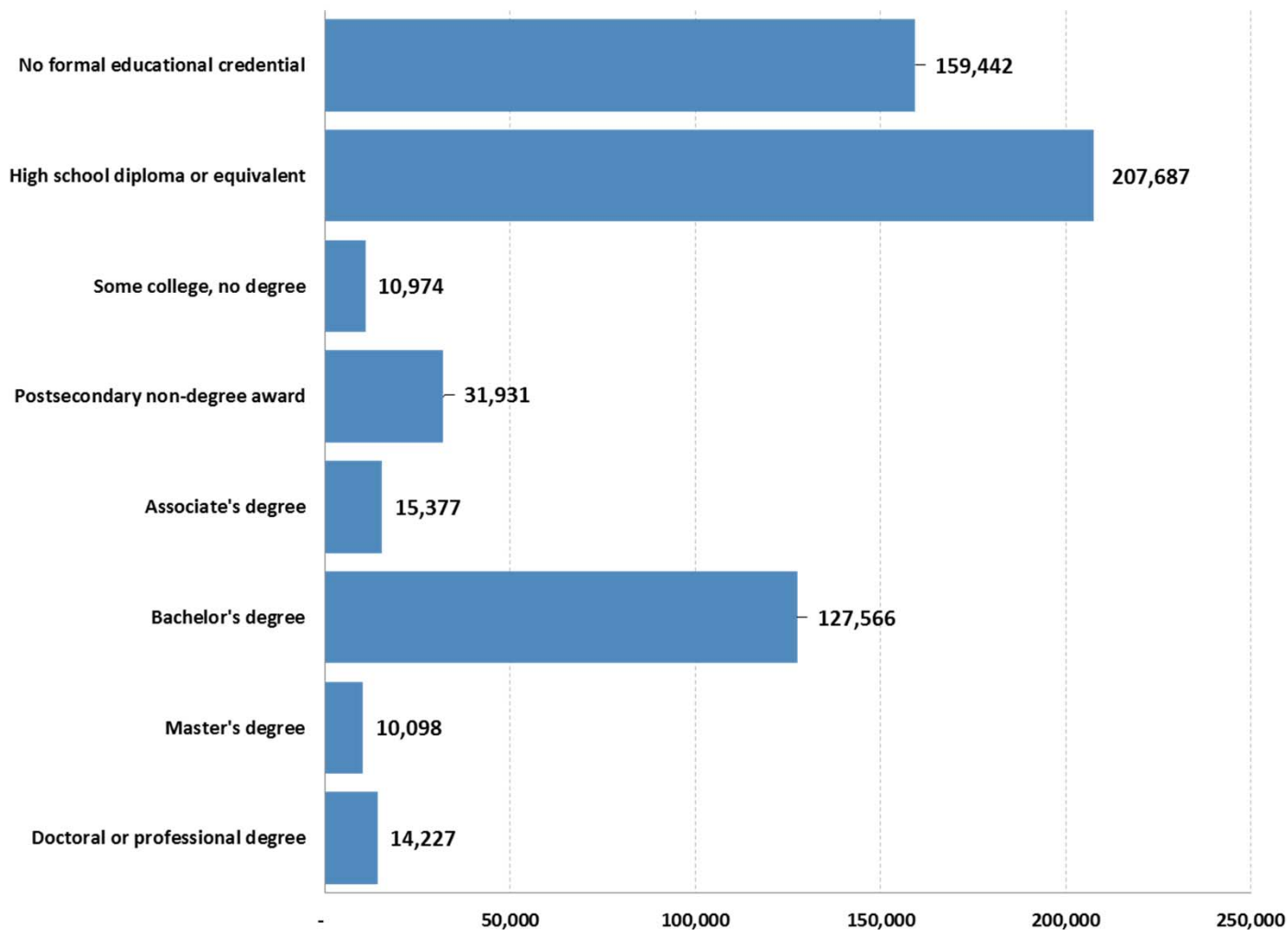


Arizona Major Occupation Groups

(2014-2024 Total Numeric Change)



Arizona Occupations by Minimum Education Requirement (2014-2024 Total Numeric Change)



Arizona's Labor Force Participation by Age Group (2015)

Age Group	AZ Rank	Participating %	Unemployed %	Participation Top Rank	Participation Bottom Rank
TOTAL	42	60.0%	6.0%	70.9% (ND)	53.0 (WV)
16 to 19	25	36.4%	17.9%	56.3% (IA)	19.7% (DC)
20 to 24	31	71.5%	10.0%	83.0% (NH)	62.9% (NY)
25 to 34	47	78.0%	6.4%	90.1% (IA)	74.0% (WV)
35 to 44	49	76.9%	4.4%	90.1% (IA)	74.4% (KY)
45 to 54	37	78.3%	4.3%	88.7% (IA)	69.4% (WV)
55 to 64	38	62.3%	4.7%	72.2% (ND)	50.8% (KY)
65+	48	14.7%	5.9%	26.7% (DC)	13.7% (MS)



Focus Area One: High School Education Only

Arizona's Working-Age Population (25 to 64) By Education Level (2014)

Education Level	Employed #	Unemployed #	Unemployed %	Not In the Labor Force #	In the Labor Force %
Less than high school	230,880	40,335	14.9%	183,635	59.6%
HS diploma or equivalent	482,532	59,369	11.0%	234,208	69.8%
Some college	816,882	71,998	8.1%	277,989	78.2%
Bachelor's degree+	717,785	31,263	4.2%	153,493	83.0%

- Unemployment is higher among those with less education
- Focus on this population because:
 - High school grad's are overrepresented in the unemployment rate
 - More than a third of the states jobs (36.6%) require only a H.S. Diploma
 - Short term training and/or two-year certificate could make a real difference
 - Labor Participation rate has been on a long term decline
- Focus area to tackle unemployment and test the reform proposal

Occupations of Interest for High School Graduates

SOC	Description	AZ Employment		Median Annual Earnings	# ACA Sub-sectors	WIOA Plan
		2014	2024			
43-4051	Customer Service Representatives	78,249	100,582	\$30,289	7	3
43-9081	Office Clerks, General	80,325	88,097	\$30,496	7	3
43-8014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	49,403	55,811	\$32,339	4	0
43-1011	First-Line Supervisors of Office and Administrative Support Workers	37,321	44,227	\$45,796	5	3
41-1011	First-Line Supervisors of Retail Sales Workers	27,077	31,249	\$38,674	0	1
49-9071	Maintenance and Repair Workers, General	26,238	29,835	\$33,515	2	2
33-9032	Security Guards	23,503	27,648	\$23,509	0	0
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	22,253	24,150	\$48,318	0	3
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	20,290	25,033	\$31,988	0	0
41-3099	Sales Representatives, Services, All Other	19,832	23,979	\$45,051	2	3
43-8013	Medical Secretaries	17,562	21,473	\$29,773	1	0
43-4171	Receptionists and Information Clerks	15,773	19,444	\$28,297	1	0
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	14,431	15,588	\$59,793	0	3
53-3033	Light Truck or Delivery Services Drivers	14,163	16,360	\$28,703	1	0
33-3012	Correctional Officers and Jailers	13,554	14,485	\$38,921	0	0
51-1011	First-Line Supervisors of Production and Operating Workers	8,402	9,193	\$51,857	5	2
51-2092	Team Assemblers	11,093	12,225	\$24,186	4	0
51-9081	Inspectors, Testers, Sorters, Samplers, and Weighers	7,843	8,558	\$37,434	4	3
51-2022	Electrical and Electronic Equipment Assemblers	5,328	5,033	\$34,883	3	0
49-1011	First-Line Supervisors of Mechanics, and Repairers	10,277	11,548	\$54,896	2	3
41-1012	First-Line Supervisors of Non-Retail Sales Workers	5,813	6,835	\$81,163	0	3



Focus Area Two: Arizonans 35-to-44 not in the Labor Force

Arizona's Labor Force Participation by Age Group (2015)

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Source: 2015 Geographic Profile Survey from the Bureau of Labor Statistics

- This age group typically has the second highest earning potential of all age groups (45-to-54 being #1)
- More than 111,000 perspective employees are not participating in the labor force



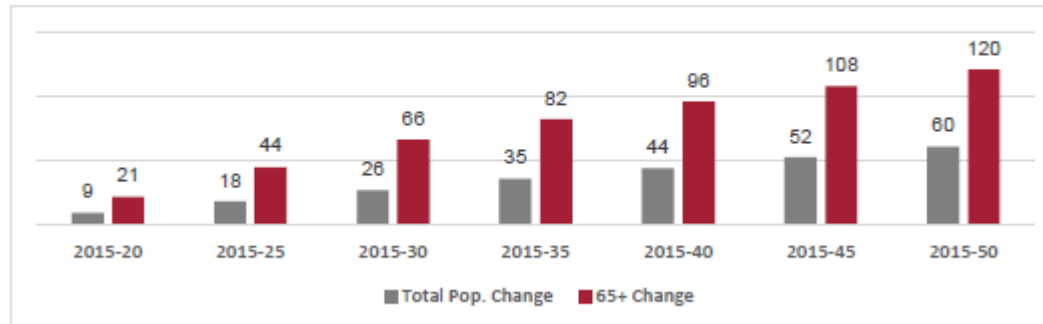
Focus Area Three

Health Care Employment

Long-Term Health-Related Industry Employment Projections, 2014-2024

Industry	Industry Title	AZ Employment		Growth	
		2014	2024	#	%
62-0000	Health Care and Social Assistance	337,492	434,817	97,325	28.8%
621000	Ambulatory Health Care Services	144,212	185,448	41,236	28.6%
62-2000	Hospitals	99,317	127,637	28,050	28.2%
62-3000	Nursing and Residential Care Facilities	48,678	62,801	14,125	29.0%

Percentage Change in Arizona's Projected Population, 2015-2050



- Virtually recession proof, offering employment to all levels of education and offers employment statewide
- Arizona's aging population will increase needs for more healthcare professionals
- Offers stackable credentials support career advancement
- Projecting nearly 30% growth over the next 10 years



Reforming Arizona's Workforce System

- Work Ready Arizona
 - Correct fundamental misalignment of Arizona's education and workforce development
 - Enhance Career literacy of jobseekers and emerging workforce
 - Leverage the importance of verifiable skilled workforce
 - Empower the workforce through career preparedness
- 7 components to success
 1. A state-branded, personal portable career readiness credential
 2. Employer Engagement strategy
 3. A robust, user-friendly, online career exploration system
 4. A work-ready communities initiative
 5. Professional development and capacity-building
 6. The Arizona Career information Center
 7. Governance and funding



Reforming Arizona's Workforce System

- Arizona Services Connection

- Comprehensive Public and Private Social services, wraparound services and other programs that can support an individual's access to the labor force
- An Online portal with access to services are integrated to careers exploration and career planning resources
- Capacity-building effort in which technical assistance, training and professional development are offered within each OneStop
- State Funded re-engagement specialists in each OneStop
 - Counsel and Coach
 - Develop and Nurture Local Employment relationships
 - Partner with non-profit, faith based and community organizations
 - Connect with Public and Private services cataloged on the Arizona Services Connection



Reforming Arizona's Workforce System

- Connectivity with State Agency Breakthrough initiatives
 - Length of Time to Achieve Employment (DES)
 - Offender Employment Initiative (DOC-DES)
 - Construction Sciences (ROC-DES)

