

# WORKFORCE COLLABORATIVES



## Construction

The lack of a skilled-labor workforce in the Greater Phoenix region is not only slowing the pace of growth for our construction companies, it is also hindering regional economic growth as projects continue to see delays. The construction collaborative developed a career pathway and identified pain points at the pre-specialty and supervisory levels, identifying a need to provide training through micro-credentialing. Contractors and subcontractors, both commercial and residential, developed a cohesive plan of action that includes attracting more talent into the skilled trades.

Strategic objectives:

- Launch a unified marketing and branding campaign to highlight skilled trades and grow the talent pool in Arizona;
- Utilize the U.S. Chamber of Commerce Foundation's (USCCF) Talent Pipeline Management framework to better align educational outcomes with employer demands.

**Interested in engaging?** We are looking for construction owners, hiring managers and HR representatives that are ready to work together to build a more robust talent pool.



## Cybersecurity

Arizona has a booming technology sector, leading to a rapidly growing need for a more robust IT workforce and thousands of open cybersecurity positions across the state. Meanwhile, there is a strong and growing cybersecurity ecosystem in Arizona with nationally recognized education programs, two state-of-the-art cyberwarfare ranges and one-of-a-kind partnerships working to defend against cyber attacks.

This employer-led collaborative consists of industry professionals, educators and training partners working to address talent shortages for security analysts at the junior, mid and senior levels.

Strategic objectives:

- Increase the number of workplace and work-like experiences in Arizona through intensive bootcamps, internships and apprenticeships;
- Drive career awareness of AZCyberTalent.com and execute a collaborative marketing strategy;
- Align and expand education and training to meet industry needs.

**Interested in engaging?** We are looking for employers, education and training providers and others who are interested in promoting Arizona as the place for cybersecurity talent.

Visit  
[AZCyberTalent.com](https://AZCyberTalent.com)



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## Financial Services

Arizona is a financial services center with a growing number of positions, especially entry-level financial advisors and investment professionals. As the number of jobs continues to grow, companies are struggling to find the talent they need to grow their operations. Several companies, who are typically fierce competitors for clients and talent, now pursue a collaborative approach to meet the increasing workforce demand.

In partnership with the City of Phoenix's ARIZONA@WORK, the Financial Services Workforce Collaborative launched a successful training program in November 2017 that utilized Workforce Innovation and Opportunity Act (WIOA) funding to prepare individuals to pass the Series 7 license exam. This program assists employers by training job seekers before employment.

Strategic objectives:

- Scale the Series 7 license pilot program to grow the financial services talent pool in Arizona;
- Expand WIOA funded training to an additional license (e.g. Series 6 or Series 66);
- Explore opportunities to improve exam pass rates through training programs with existing providers.

**Interested in engaging?** We are looking for companies that are hiring individuals requiring financial services licenses (i.e. Series 6, 7 and 66).



## Hospitals

By 2025, Arizona is expected to have the largest nursing shortage in the country with over 28,000 unfilled registered nursing positions.

HR representatives and talent acquisition managers of the region's largest hospital systems identified challenges filling specialty nursing positions, which ultimately impacts their ability to hire new nursing graduates, further compounding the nursing shortage. The collaborative is identifying ways to address this gap by recruiting from other markets, and upskilling and backfilling from the industry's existing talent pool.

Strategic objectives:

- Launch a marketing and branding campaign to promote Arizona's collective health care assets and aid in the recruitment of specialty nurses to the region;
- Develop and reinvent a transition to practice simulation center model to increase the number of nurses and surgical technicians with specialty training experiences;
- Identify new opportunities to expand workplace experiences, including development of an apprenticeship for specialty nurses.

**Interested in engaging?** We are looking for HR representatives from hospitals in the Greater Phoenix region who are willing to work together to solve this growing challenge.



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