



GREATER PHOENIX CHAMBER

FOUNDATION

2019 ANNUAL REPORT



ABOUT THE FOUNDATION

Launched in 2016, the Greater Phoenix Chamber Foundation leads the charitable and education objectives of the Chamber by promoting economic prosperity and quality of life for the Greater Phoenix region.

Through dynamic partnerships and strategic leadership, the Foundation is convening industry leaders, education providers, and community partners to create a stronger, healthier workforce for Arizona.

“The Greater Phoenix Chamber Foundation is building bridges between industry experts, community leaders, education partners, and others who are driving innovative solutions to the most pressing community issues, including wellness, workforce, and education. I’m proud of the growth of the Foundation over the past year, and look forward to strengthening the Greater Phoenix region with healthy talent and a strong workforce,”
Todd Sanders, President & CEO of the Greater Phoenix Chamber Foundation.

Greater Phoenix Chamber Foundation

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FOUNDATION LEADERSHIP

The Greater Phoenix Chamber Foundation is driven by a volunteer board of directors. The Foundation board provides leadership and guidance to ensure financial stability, effective community partnerships, and innovation.

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Senior Vice President
Adolfson & Peterson
Construction

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Arizona Service Area Vice President
Human Resources
Dignity Health

“This year was a breakthrough year for the Greater Phoenix Chamber Foundation. With the launch of three new programs, and the expansion of our workforce efforts and the Wellness AtoZ initiative, we have made significant strides in supporting our local community,” Mike Bontrager, Board Chair of the Greater Phoenix Chamber Foundation

WORKFORCE PARTNERSHIPS

NUMBER OF
EMPLOYERS | **200+**

Through employer-led collaboratives and unique community partnerships, the Foundation is helping to identify and develop job-ready talent our economy needs to set Arizona apart in the race for economic prosperity.



The JDX is a set of open data resources, algorithms, and reference applications used to improve how employers communicate competency and credentialing requirements for in-demand jobs, automating the communication process with education providers.

The Foundation was proud to be a partner in the U.S. Chamber of Commerce Foundation's Job Data Exchange pilot this year.



In partnership with the U.S. Chamber of Commerce Foundation (USCCF), the Foundation launched the Talent Pipeline Management™ (TPM) Upskill Academy of Arizona, the first ever TPM Academy focused on upskilling talent to train workforce professionals throughout Arizona on how to use a data driven approach to solve talent gaps.

The Foundation is proud to welcome 23 individuals representing 18 organizations from across the state as TPM Upskill Academy of Arizona participants.



Retail

The Foundation partners with the Center for the Future of Arizona's RetailWorks AZ initiative to develop innovative ways to help entry-level and front-line workers in the retail sector to gain the skills necessary to advance their careers. This partnership also works to build a pipeline of skilled talent for adjacent industry sectors, such as hospitality, health care, and business services.

WORKFORCE EVENTS

In FY19, the Foundation hosted events and delegation trips to enhance our workforce efforts. Each activity aimed to engage employers and provide them with innovative methods and tools to implement talent attraction and retention solutions within their organizations.

Washington D.C delegation

October 2018

The Foundation led a delegation of nearly 20 business leaders to Washington, D.C. to discuss workforce issues hindering business growth with policy experts and other businesses from across the nation.

- Attended the USCCF's Talent Forward conference
- Met with Trump Administration officials to discuss apprenticeships and future workforce initiatives
- Participated in roundtable conversations with the U.S. Department of Labor and the U.S. Department of Education

Academies of Nashville Study Visit

March 2019

The Foundation led a delegation of business and community leaders to Nashville, TN to participate in the Nashville Academies Study Visit. The Academies of Nashville are a modern twist on educating students in a dynamic way that prepares them not just for college but for a meaningful career that is directly connected to their interests, goals, and passions.

Bringing it home: Phoenix Union High School District and the Academies @ South Mountain utilize a similar model in the following sectors:

- Science & Technology
- Public & Social Service
- Aerospace & Engineering
- Media, Arts & Design

Workforce Summit

March 2019

The Foundation hosted its inaugural Workforce Summit to provide businesses tools to support talent development and attraction strategies. The Workforce Summit highlighted effective partnerships that support business growth through enhanced talent pipelines.

150+ attendees

30+ workforce and education experts

120+ business leaders

Highlights

- Amazon's Career Choice is training proven employees to enter new careers in the workforce
- Sundt and Central Arizona College created a new business-led construction trades program that is paving the way for business and education partnerships
- Workforce collaborative members shared how they are driving change with education providers to provide new and improved sources of talent

Business + education = dynamic learning, strong talent pipelines



WORKFORCE CONSTRUCTION

In Arizona, there are projected to be more than 155,000 vacant construction trade positions through 2022. This struggle to find qualified employees has real economic consequences for not only construction firms, but our entire economy.



It's time to attract the talent that's going to help build Arizona's future.

With close to \$2 million in investments from the construction sector, the Greater Phoenix Chamber Foundation has built a coalition of support to bring the Build Your Future campaign to Arizona. The Build Your Future Arizona campaign will highlight the value of skilled trades careers, the career entry points, and the diverse range of positions and trajectories available to all individuals.



BUILD YOUR FUTURE ARIZONA LAUNCHING IN OCTOBER 2019!



facebook.com/byfArizona



instagram.com/byfArizona



linkedin.com/byfArizona



twitter.com/byfArizona

Build Your Future Arizona Investors

Champion



HENSEL PHELPS
Plan. Build. Manage.



Superintendent





WORKFORCE FINANCIAL SERVICES

Arizona is a financial services hub with a growing number of positions, especially entry-level financial service professionals, financial advisors in training, analysts, and investment professionals.



The Financial Services Collaborative launched the Financial Industry Training (FIT), a month-long program to prepare individuals to pass the initial exam toward licensing, the Securities Industry Essentials Exam (SIE). In addition to exam preparation, FIT participants are introduced to top industry employers and receive support with resume and interview preparation.

“After going through the FIT program, I had a huge advantage with potential employers that other candidates may not have had. Not only did the program give me a jumpstart toward my career, but it allowed me to transition from a completely different career field and learn about all the potential careers in the financial industry.”

- Zac Hanes

FIT Partners



FIT Investors



Month-long program

5 cohorts

3 flexible learning models

4 Financial Services
Workforce Employers

40 FIT enrollees

**Increasing diversity in
Financial Services:**

48% of enrollees are women

25% of enrollees are veterans

59% of enrollees are minorities



WORKFORCE CYBERSECURITY



Arizona is home to a booming technology industry, which is complemented by the need for cybersecurity professionals. With over 6,000 vacant positions for cybersecurity professionals at all levels, it is imperative the Greater Phoenix region acquire and develop the talent needed to protect the integrity of the region's online presence.



AZ Cyber Talent

Powering innovation and talent

Cybersecurity Collaborative Employers: **16**

6,875 open cyber positions in Arizona

14,607 cyber professionals in Arizona

Estimated **1,500,000** open positions in the country by the end of 2019

Nationally recognized program:

Estrella Mountain Community College has proudly been designated a National Center of Academic Excellence (CAE) in Cyber Defense Two-Year Education by the National Security Agency and the Department of Homeland Security.

2019 Highlights

- Launched Apprenti Arizona, an apprenticeship program for mid-level cybersecurity talent
- Formed a joint advisory council with Maricopa County Community College District (MCCCD) to streamline efforts for employers to communicate necessary changes in curriculum
- Conducted a competency review for cyber professionals and identified and communicated significant changes in hiring requirements to education and training providers for better talent preparation





WORKFORCE HOSPITALS

The Greater Phoenix region hosts a number of world-class hospital systems and continues to grow rapidly as a top health care hub.



Arizona is expected to experience a 23% growth in demand specific to six specialty areas with 20,508 openings by 2025.*

Specialty nursing gaps:

Operating Room
Emergency Room
Intensive Care Unit
Telemetry
Oncology
Home Health

Biggest accomplishment:

The Foundation identified a lack of training programs and through the Chamber, secured \$5.8 million in funding from the legislature to fund needed infrastructure at MCCCDC to support new programs.

It's time to make Greater Phoenix a national health care hub.

*Source: Maricopa Community Colleges.

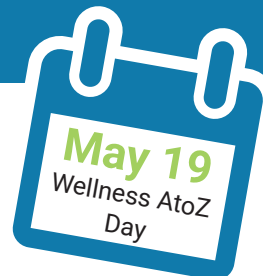
WELLNESS ATOZ

Wellness AtoZ makes the Greater Phoenix region known as a destination for healthy talent and a healthy community. Wellness AtoZ is a free resource for companies looking to build or enhance an internal wellness program.

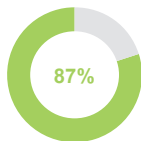
Reaching 200,000+ Arizonans

Wellness is good for business!

By becoming Wellness AtoZ employers, businesses are demonstrating that they value supporting the overall health of their employees and the greater community.



50% of health care costs are due to poor lifestyle choices



87% of employees said they consider health and wellness offerings when choosing an employer (Virgin HealthMiles/Workforce survey)



worker stress accounts for **20%** of direct health care costs (Cigna)



medical costs fall by about **\$3.27** for every dollar spent on wellness programs

untreated mental health conditions lead to an average of

27

missed work days per year (Harvard)

implementing a workplace wellness program can show an improvement in health risks in as little as

6 weeks

(CDC)



PlayWell:

encourages physical activity within the workplace and at home.



EatWell:

encourages individuals to choose healthy alternatives to reduce blood pressure, glucose, and cholesterol.



LiveWell:

offers actionable tips and preventive care solutions to live your best life through monthly email communications.



WorkWell:

provides a platform for employers to share best practices and identify needs within their companies and the community to improve overall health and performance.

Wellness
AtoZ
Investors



BlueCross
BlueShield
of Arizona

An Independent Licensee of the Blue Cross and Blue Shield Association



EQUALITY
HEALTH



Cancer
Treatment
Centers
of America®





100+ Employers

Employer Size



- Large: 32% (750+)
- Medium: 13% (250-749)
- Small: 14% (100-249)
- Very Small: 41% (<100)

56% increase in employers from FY18

350,000+ employees served | **57%** increase from FY18

70+ human resource and business professionals sharing best practices on a quarterly basis at WorkWell Forums

Wellness Wonders of AZ

The Wellness Wonders of AZ is a biannual activity challenge that initiates community members to get out and discover Arizona!

Recent research shows that meaningful relationships may be crucial for overall health. By incorporating social components into your well-being program, it is likely that more people will participate. In fact, a recent survey found that 57% of respondents said they are more likely to participate in a fitness routine if there is a social component, either in-person or virtually.

1,300+

individuals participating in biannual activity challenge

5,000

completed activities

150,000

hours of physical activity

81%

participants who plan to engage again

65%

participants who shared with their family and friends

New in FY19: WellnessAtoZ Spanish version



Wellness **AtoZ**
por tu salud

Wellness AtoZ *por tu salud* was launched to increase the accessibility of Wellness AtoZ to the Hispanic community. Wellness AtoZ partnered with health care leader Equality Health to develop Spanish language Wellness AtoZ content.

“Creating healthier communities within diverse populations is what we are about. We are excited to leverage our deep health knowledge and cultural expertise to help advance the Wellness AtoZ initiative and create greater access to personalized wellness information within the Hispanic community.”

– Hugh Lytle, Founder, Chairman, and CEO of Equality Health.

By offering Spanish language, culturally relevant content, Wellness AtoZ can provide better resources to all Arizonans.

GREATER PHOENIX CHAMBER FOUNDATION INVESTORS

Thank you to our champion investors for supporting the Greater Phoenix Chamber Foundation.



**BlueCross
BlueShield
of Arizona**

An Independent Licensee of the Blue Cross and Blue Shield Association



MARICOPA
COMMUNITY COLLEGES



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