GREATER PHOENIX CHAMBER

FOUNDATION

Promoting economic prosperity and quality of life for the Greater Phoenix region

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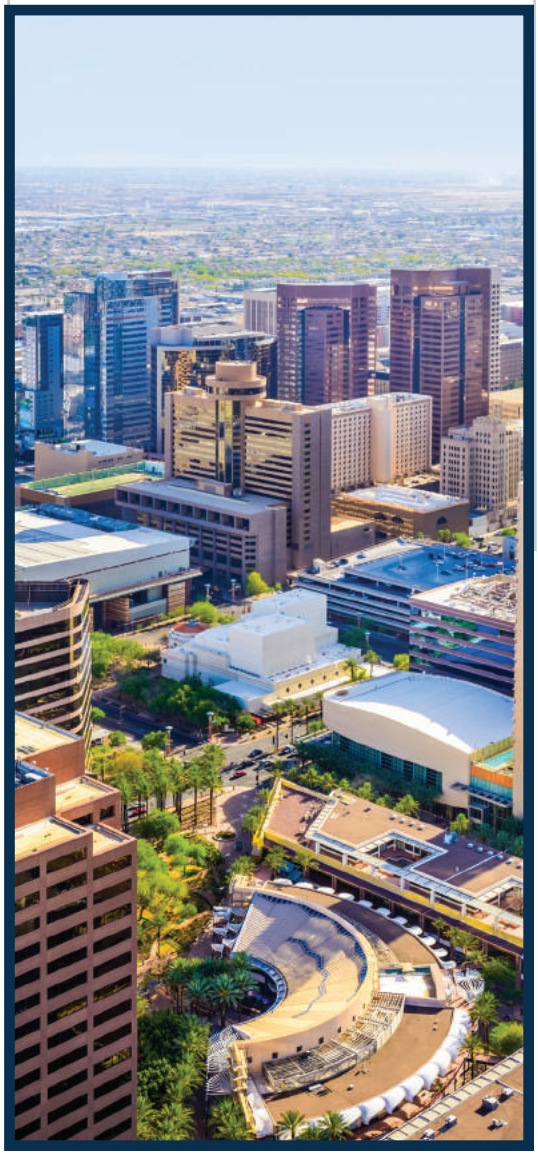
THE FOUNDATION

The Greater Phoenix Chamber Foundation (Foundation) leads the charitable and education objectives of the Greater Phoenix Chamber (Chamber) and promotes economic prosperity and quality of life for the Greater Phoenix region. The Foundation's charitable activities focus on community development, improving health and prosperity for the region.



WORKFORCE DEVELOPMENT

Serving as a catalyst for partnership, the Foundation convenes four employer-led workforce collaboratives to address the growing skills gap facing our community. Each collaborative focuses on engaging key stakeholders to champion holistic and scalable workforce solutions for the Greater Phoenix region.

Industries Served:

- Construction
- Cybersecurity
- Financial Services
- Hospitals

WELLNESS AtoZ

An initiative that is making the Greater Phoenix region known as a destination for healthy talent and a healthy community.

RESEARCH

In partnership with education and research organizations, the Foundation publishes bi-partisan white papers focused on economic and community development.

EDUCATION

The Foundation believes education is for everyone and supports initiatives that improve learning outcomes for Arizona's students.

WORKFORCE DEVELOPMENT

JOBS. GROWTH. OPPORTUNITY.

Availability of quality talent is the key to a vibrant and growing economy. With the U.S. unemployment rate at an all-time low, employers are trying new, innovative approaches to address their growing workforce shortages and the Foundation leads the way in employer collaboration.

TOP REASONS FOR DIFFICULTY FILLING JOBS

- Applicant availability
- Technical competencies
- Experience
- Workplace competencies
- Career awareness
- Potential employees looking for higher pay

Businesses Need Talent

Companies base expansion and relocation decisions on the availability of talent in a city or region. Without robust talent pipelines, the Greater Phoenix region risks losing companies and high-wage jobs. Drawing from the U.S Chamber of Commerce Foundation's (USCCF) Talent Pipeline Management framework, employer-led collaboratives represent a pivotal shift where businesses play a much stronger role in outlining the skills needed to prepare talent. Today, consumer demand drives the market; therefore, employer demand drives the training and supply of talent. Our employer-led collaboratives drive the demands of our talent pipelines by:

1. Aligning educational training to necessary job skills
2. Providing workplace experiences through apprenticeships and internships to prepare talent for open positions
3. Promoting career awareness and opportunities for underrepresented populations in each respective industry

46%
of U.S. employers say they can't find the skills they need to fill positions

55%
of employers are investing in learning platforms and development tools to upskill their own talent pipeline

92%
of surveyed executives said soft skills were equally or more important than technical skills

89%
of those executives said they have a "very difficult or somewhat difficult" time finding employees with those soft skills

Source: US 2018 Manpower Survey and the US Chamber's 2018 Bridging the Soft Skills Gap Report

The Greater Phoenix Chamber Foundation subscribes to the employer-driven USCCF's Talent Pipeline Management (TPM) model, which uses supply chain principles to align educational outcomes with employer talent demands.

To learn more about Workforce Development,
contact **Workforce Development Manager, Kimberly Vegliante**
602.495.2199 | **kvegliante@phoenixchamber.com**

WORKFORCE COLLABORATIVES

Construction

With more than 10,000 vacant construction trade positions, 86% of Arizona employers struggle to find talent. Talent gaps delay construction projects, meaning slower economic growth for the state. Heavy civil, commercial, and residential contractors and subcontractors convened to create the Construction Collaborative, whose mission is to attract people of all ages to the skilled trades.

Accomplishments:

- Developed career pathways for entry, mid and senior level construction positions
- Conducted tours of local education providers to understand talent development for the trades

Current strategies and goals:

- Launch Build Your Future Arizona, a career awareness campaign for the construction trades
- Align education and training programs with the demands of employers
- Develop "earn while you learn" opportunities

Interested in engaging? We are looking for construction companies and suppliers to invest in Build Your Future to Arizona, a career awareness campaign for the trades.

Cybersecurity

Arizona is home to a booming technology industry, which is naturally complemented by the need for cybersecurity professionals. With thousands of vacant positions for security analysts at all levels, the Cybersecurity Workforce Collaborative formed to ensure Greater Phoenix acquires and develops the talent needed to protect the integrity of the region's online presence.

Accomplishments:

- Launched AZCyberTalent.com, a resource for information on Arizona's cybersecurity ecosystem
- Organized an employer-led curriculum review for the nationally recognized cybersecurity training program at Estrella Mountain Community College
- Piloted a number of career awareness events, including a CyberDive boot camp

Current strategies and goals:

- Build awareness of cybersecurity roles available in Arizona
- Align education and training programs with needs identified by employers
- Develop and scale "earn while you learn" opportunities such as career skills (SkillBridge) and Apprenti

Interested in engaging? We are looking for companies that are hiring cybersecurity positions, education and training providers that offer cybersecurity programs, and workforce development organizations looking to enhance the cybersecurity talent pipeline.

Visit AZCyberTalent.com

To learn more about Workforce Development,
contact **Workforce Development Manager, Kimberly Vegliante**
602.495.2199 | **kvegliante@phoenixchamber.com**

WORKFORCE COLLABORATIVES

Financial Services

Arizona is a financial services hub with a growing number of positions, especially entry-level financial advisors, analysts, and investment professionals. In order to maintain a robust talent pool for optimal market competitiveness, several Phoenix-based financial institutions have joined together to form the Financial Services Collaborative, whose focus is preparing individuals to pass the required licensing exam, the Securities Industry Essentials Exam (SIE).

Accomplishments: Launched a successful pilot to prepare individuals for the Series 7 exam

Current strategies and goals:

- Launch and scale month-long training programs to prepare individuals to pass the new SIE exam and become eligible for hire

Interested in engaging? We are looking for companies hiring individuals that have successfully completed the SIE exam.

Hospitals

The Greater Phoenix region hosts a number of world-class hospital systems, and continues to grow as a top health care hub. With this sustained growth, Arizona is projected to have a nursing shortage of 28,000 by 2025. Through the Foundation's Hospital Collaborative, our region's hospitals are working together to address the growing shortage of specialty nurses (OR, ICU, telemetry, oncology, ER, and home health).

Accomplishments:

- Identified demand for specialty nursing within the hospital system
- Designed joint marketing materials and a framework for a shared simulation facility

Current strategies and goals:

- Launch talent attraction strategy to recruit specialty nurses to the Greater Phoenix region
- Launch an apprenticeship program to upskill existing nurses
- Conduct a curriculum review of current training and education programs
- Explore opportunities to increase the availability of simulation facilities

Interested in engaging? We are looking for hiring professionals from hospitals within Maricopa County.

Retail

As the 3rd largest employer in the Greater Phoenix region, the retail industry accounts for more than 229,000 jobs. The Greater Phoenix Chamber Foundation has partnered with the Center for the Future of Arizona's RetailWorks AZ initiative to develop innovative ways to help entry-level and front-line workers 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.

Visit ArizonaFuture.org/retailworks

To learn more about Workforce Development,
contact **Workforce Development Manager, Kimberly Vegliante**
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ARIZONA IS A HEALTHY PLACE TO LIVE

Wellness AtoZ

Wellness AtoZ is making Arizona and the Greater Phoenix region known as a destination for healthy talent and a healthy community. It offers free solutions for all businesses, complementing existing programs or offering tools to build your own.

WELLNESS AtoZ DRIVES A CULTURE OF HEALTH

Wellness AtoZ employers benefit from:

- Dynamic company culture that celebrates Arizona wellness activities
- Access to turnkey wellness toolkits and marketing materials
- Modular tools to complement your existing wellness program
- Networking and collaborative opportunities with Arizona businesses
- A business distinction as a recognized Wellness AtoZ employer

WELLNESS AtoZ PRINCIPLES

The four Wellness AtoZ principles are designed to promote employee wellness efforts in Arizona.

EatWELL Provide healthy food choices to your employees in your breakroom and at catered meetings.

PlayWELL Compete with other companies in the Wellness Wonders of Arizona activity challenge.

LiveWELL Send monthly communications to your employees promoting health and fitness.

WorkWELL Share best practices with other Wellness AtoZ partners at the WorkWell Quarterly Forum.

Wellness AtoZ Employer Testimonials

"The Chamber offers innumerable benefits to Delta Dental of Arizona, but as an employee-centric organization, we've really enjoyed the benefits of Wellness AtoZ. Our HR department is very small, so getting professionally-done, timely, and expansive wellness materials for distribution is wonderful."
Brad Clothier, Delta Dental of AZ

"Wellness AtoZ jumpstarted our wellness program. As a non-profit, we didn't have the resources to put a wellness program into place that would really benefit employees – Wellness AtoZ did that for us! Had it not been for Wellness AtoZ, we wouldn't have had such great success in such a short period of time."
Deb Powell, Foundation for Senior Living

"The resources we have utilized while partnering with Wellness AtoZ have been well received by Pinal County workers because of the inclusion of all employees and their families. Wellness AtoZ can be promoted for ALL employees and includes their families in the events and challenges regardless of their insurance coverage."
Anne Rubel, Pinal County Public Health District

To learn more about Wellness AtoZ,
contact **Project Manager, Nicole Pepper**
602.495.2198 | **npepper@wellnessatoz.org**

WELLNESS ATOZ TOOLKITS

Wellness AtoZ serves over 200,000 individuals across Arizona.

Use the four Wellness AtoZ toolkits to kickstart your wellness program or to complement your existing program.

EatWELL

OFFER HEALTHY FOOD OPTIONS SO YOUR EMPLOYEES CAN FEEL THEIR BEST

EatWell offers solutions to help employees make better food choices. Wellness AtoZ Employers receive standardized, nutritional guidelines for healthy snacks and meetings designed by a team of registered dietitians.

LiveWELL

INSPIRE HEALTH AND WELLNESS AT WORK

LiveWell modular communications enable companies to promote employee wellness through monthly themed newsletters designed to engage employees. Each month includes a piece on preventive health, nutrition, physical activity, community, and a real life story about how Wellness AtoZ is impacting a local individual.

PlayWELL

WELLNESS WONDERS OF ARIZONA

PlayWell's Wellness Wonders of AZ challenge highlights unique features of our state and encourages outside physical activity. This biannual activity challenge is a great way to add variety to your wellness calendar. Employers receive a communication package and marketing materials to roll out to employees. Best of all, there are many opportunities for employees to win great prizes!

WorkWELL

MEET EMPLOYERS WHO LEAD THE WAY IN WELLNESS

WorkWell provides a way for companies to share best practices and recognizes those companies that are leading the way! From small companies to large, WorkWell is an inventive way to learn from others and generate ideas about the variety of ways to offer wellness programs. Send a representative from your company to attend the next WorkWell Quarterly Forum!

To learn more about Wellness AtoZ,
contact **Project Manager, Nicole Pepper**
602.495.2198 | **npepper@wellnessatoz.org**

GREATER PHOENIX CHAMBER
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