GREATER PHOENIX CHAMBER

FOUNDATION

Accessing and Developing Talent

Leveraging Education Providers
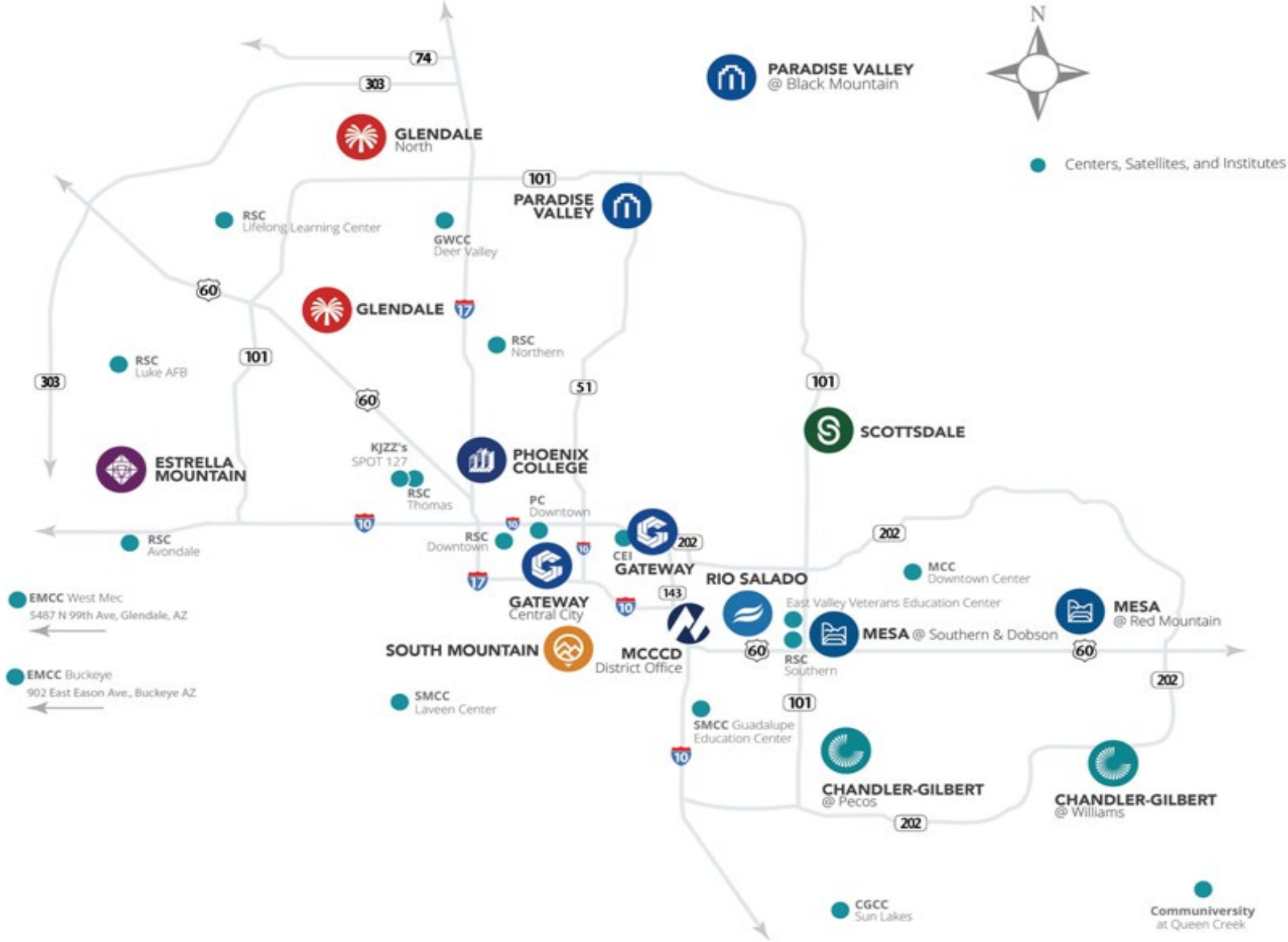
Maricopa Community Colleges

- Ten Colleges
- 31 Off Campus Education Sites
- 200K + Students

Prioritized Industry Sector Areas

~ Healthcare

~ Manufacturing

~ Business & Finance

~ Construction

~ Information Technology   & Cybersecurity

~ Education

Guiding Principles

~ Systems strategy
~ Front door to engaging our
        Colleges
~ Innovations in training
        delivery
~ Employer engagement
~ Expediency in moving
student to employment
~ DEIA and Non-traditional
        talent pipeline

HOW WE ARE MAKING IT HAPPEN:
Quick Start Partnership Design

✓ **Acceleration MODEL for targeting scope scale** designing 10-day credit courses belonging to an existing **pathway earning college credit, industry certification and leads to a degree pathway.**

✓ **Recruited Industry Adjunct Faculty** recruited 49 qualified 20 instructors trained and teaching currently

✓ **Systemized Joint Marketing** - college teams use landing pages, QR codes, measure hits, pretesting for readiness, constant contact

✓ **Industry sends Hiring Recruiters** connect at hiring Fairs monthly

✓ **DEI is a Priority** - **increasing the # of women** technicians as well as overall **diversity and equity (measured)**

✓ **Hiring -** will be conducted monthly on site at all college campuses

✓ **State Partnership -** Economic Development Driven – Sector Strategies

MARICOPA
COMMUNITY COLLEGES

IMPACT that Moves the Needle

Meeting Immediate need:

- **Currently over 4000** have been on the landing page and over 2700 have passed the pre-test affirming they are ready for enrollment.

- **Served 684** semiconductor technician from July 2022 through June 2023. (1 year)

Skills Credentialing:

- **Employability Skills: Arizona Career Readiness Credential (ACRC) Professional Skills Certification, Work Ready Math, Reading, and Data**

- **NIMS industry certification testing**: portable Semiconductor to validate skills

MARICOPA
COMMUNITY COLLEGES

Enrollment Data - Semiconductors

(July 2022 – June 2023 1 year)

- Number of Students: **684**
- Certifications to Date: **589**
- Number of Classes: **88**

- Students of Color: **66%**
- Female Students: **34%**
- Age Group 18-29: **43%**
- First Generation: **53%**

MARICOPA COMMUNITY COLLEGES

AzAMI
Arizona Advanced Manufacturing Institute
FINDING SOLUTIONS. CREATING OPPORTUNITIES.

Race & Ethnicity

Hispanic/Latino	231 (38%)
White	190 (31%)
Black/African American	79 (13%)
Asian	49 (8%)
Two or More Races	25 (4%)
Not Specified	14 (2%)
American Indian/Alaska Native	14 (2%)
Native Hawaiian/Oth Pac Island	4 (1%)

Gender

Female	208 (34%)
Male	389 (64%)
Transgender	1 (0%)

Max First Generation

First Generation	323 (53%)
Not First Generation	228 (38%)
Unknown	55 (9%)

Age Groups

Less than 18	1 (0%)
18-19	8 (1%)
20-24	160 (26%)
25-29	98 (16%)
30-39	132 (22%)
40-49	99 (16%)
65+	108 (18%)

THANK YOU

QUESTIONS?

Providing students pathways to high-wage, high-demand careers

- Career awareness & development
- Strong focus on continuing education
- High school internships and job shadows
- Fast track to employment opportunities

ELEVATE EDAZ

Districts where we are positively impacting students

ASU Preparatory Academy
Arizona State University

- ASU Prep Downtown Phoenix
- ASU Prep South Phoenix

DEER VALLEY *Unified School District*

- Barry Goldwater High School
- Deer Valley High School

PEORIA UNIFIED SCHOOL DISTRICT

- Peoria High School

Paradise Valley Unified School District

- Paradise Valley High School

PHOENIX PXU UNION

- Academies at South Mountain
- Phoenix Coding Academy
- Metro Tech High School
- Alhambra High School
- Betty Fairfax High School
- Trevor G. Browne High School
- Central High School

mesa PUBLIC SCHOOLS

- Westwood High School
- Mountain View High School
- Red Mountain High School
- Dobson High School
- Mesa High School
- Skyline High School

ELEVATE EDAZ

A diverse range of students eager to learn

PHOENIX
PXU
UNION
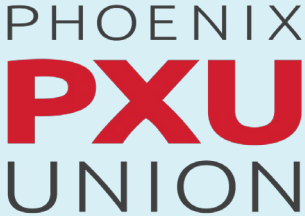
o 96% Students of Color, 81% of those are Hispanic

o Over 100 languages spoken
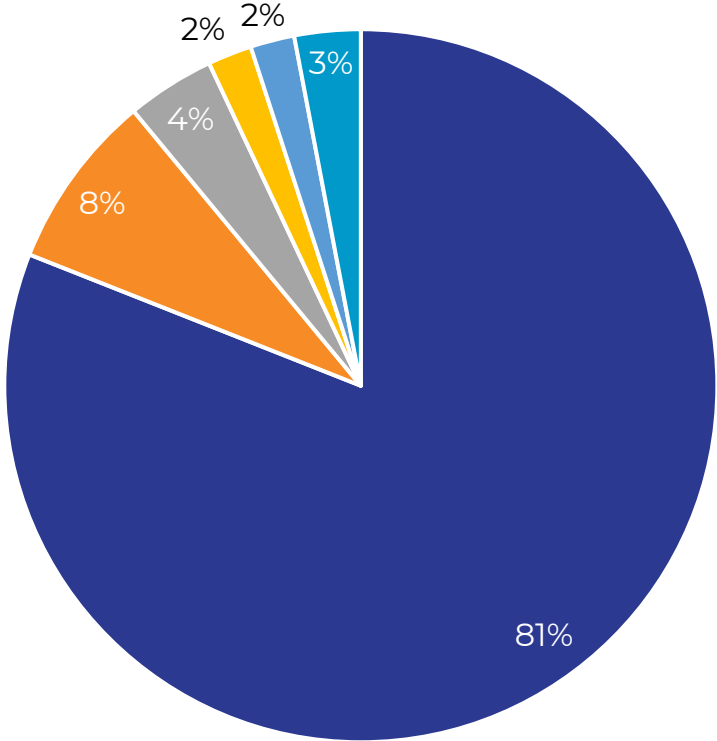
■ Hispanic	■ Black	■ White	■ Native American	■ Asian	■ other/mixed

2% 2%
4%
8%
3%
81%

ELEVATE
EDAZ

Business and community partners making a difference

Join our efforts to expose students to high-wage, high-demand industries

- Architecture & Construction
- Business Management & Administration, Marketing, and Sales
- Education
- Engineering (STEM)
- Financial Services
- Health Sciences
- Information Technology & Cybersecurity
- Manufacturing
- Transportation, Distribution & Logistics
- Law, Public Safety, Corrections & Security

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ELEVATE EDAZ

Benefits of becoming a business partner

- ✓ Attract young talent
- ✓ Increase retention rates
- ✓ Build brand awareness

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Ways your business can engage

Provide student internships

Plan job shadow opportunities

Host externships for educators*

Join a Business Advisory Council

Want to get involved another way? Just ask!
*Educator Externships are provided in collaboration with the Center for the Future of Arizona, Arizona Business and Education Coalition, and the Pima County Superintendent's Office

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We want to make your experience as effortless and fulfilling as possible

- Our Business Partnership Team and on-campus College and Career Coaches will handle the back-end setup and coordination to ensure successful outcomes for our students

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ELEVATE EDAZ

Together, we can achieve our goals to increase:

Students pursuing high-wage, high-demand careers

Students earning early college credit and industry-recognized credentials

Students completing internships and job shadows

Educators participating in externships to teach students relevant workplace skills

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ELEVATE EDAZ

Join Us!

GREATER PHOENIX CHAMBER FOUNDATION

ElevateEdAZ is an initiative of the Greater Phoenix Chamber Foundation

Complete the ElevateEdAZ Business Partner Engagement Form today!

ElevateEdAZ.com/BusinessPartnerForm

Or

email: mriley@phoenixchamber.com

University of Phoenix

Workforce Development Initiatives

University of Phoenix

Provides high quality, career-relevant education to working adult students

Degree programs
Certificate programs
Over 100 programs
90% in growing fields

Accredited by Higher Learning Commission continually for 45 years

Founded in 1976
Next reaffirmation 2032-33

Ongoing commitment to underserved and underrepresented communities

79,800 students
Approx. 70% female
More than ½ report as ethnic minorities
Average age is 38
63% care for dependents
Nearly 60% are first generation college students
80% are employed while in school

Over 2700 faculty members

Average 14 years teaching experience
27 years of professional work experience

University of Phoenix®
CAREER WITH CONFIDENCE™

A Career Centric University

University of Phoenix Career Institute

Address persistent and systemic barriers to career advancement through research-based solutions and impactful partnerships

- Launched the Career Optimism Index study
  - Survey employers and employees
  - Identify actual and perceived gaps of resources and understanding about career trajectory, skills, training, and support
  - Break down barriers Americans face in their careers
- Find the study at www.phoenix.edu/career-institute or scan QR Code

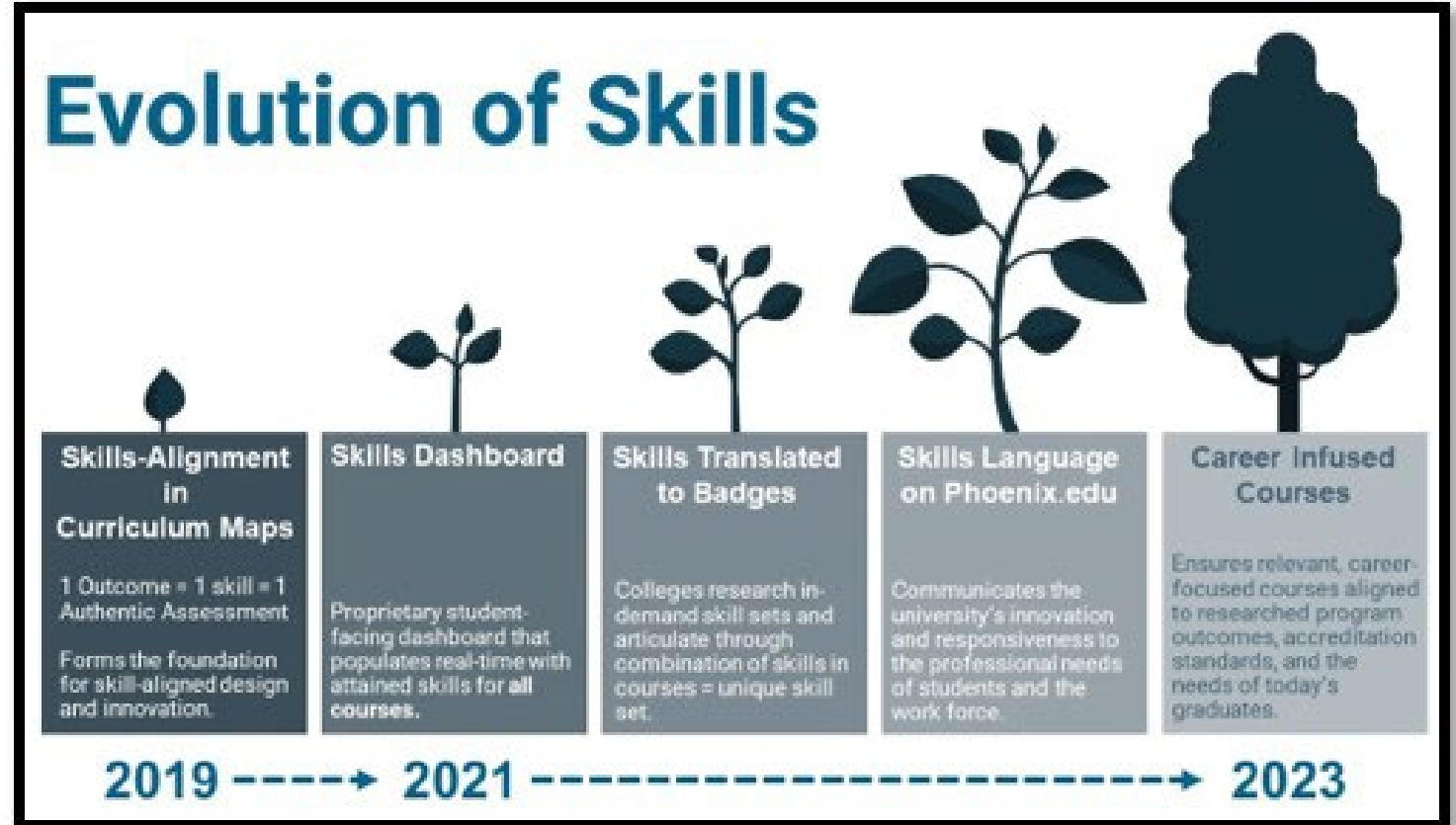University of Phoenix®
CAREER WITH CONFIDENCE™

Workforce has been shifting for some time

- Recognizing skills gaps for workers
- Employers are valuing how skills can be obtained without a degree
- Skills based hiring
- Inequities of the "paper-ceiling"
- Removing "Degree Required" from job requirements

Innovative Skills-Mapped Curriculum

- 100% of programs are skills-mapped
- Learners can create upward career mobility sooner
- Degrees aligned to in-demand skills with embedded assessments that track to a dashboard for learner visibility
- Skills and digital badges can be shared in multiple forms: resumes, social media, and digital platforms as proof for potential employers, current employers, and colleagues

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CAREER WITH CONFIDENCE™

Evolution of Skills

Skills-Alignment in Curriculum Maps	Skills Dashboard	Skills Translated to Badges	Skills Language on Phoenix.edu	Career Infused Courses
1 Outcome = 1 skill = 1 Authentic Assessment Forms the foundation for skill-aligned design and innovation.	Proprietary student-facing dashboard that populates real-time with attained skills for all courses.	Colleges research in-demand skill sets and articulate through combination of skills in courses = unique skill set.	Communicates the university's innovation and responsiveness to the professional needs of students and the work force.	Ensures relevant, career-focused courses aligned to researched program outcomes, accreditation standards, and the needs of today's graduates.

2019 ----> 2021 --------------------------> 2023

Pre-Map Work – Program Creation

Academic Leaders: Visioning

Higher-ed and discipline benchmarking, conversations with colleagues, faculty, review of academic literature, vetting ideas with advisory council
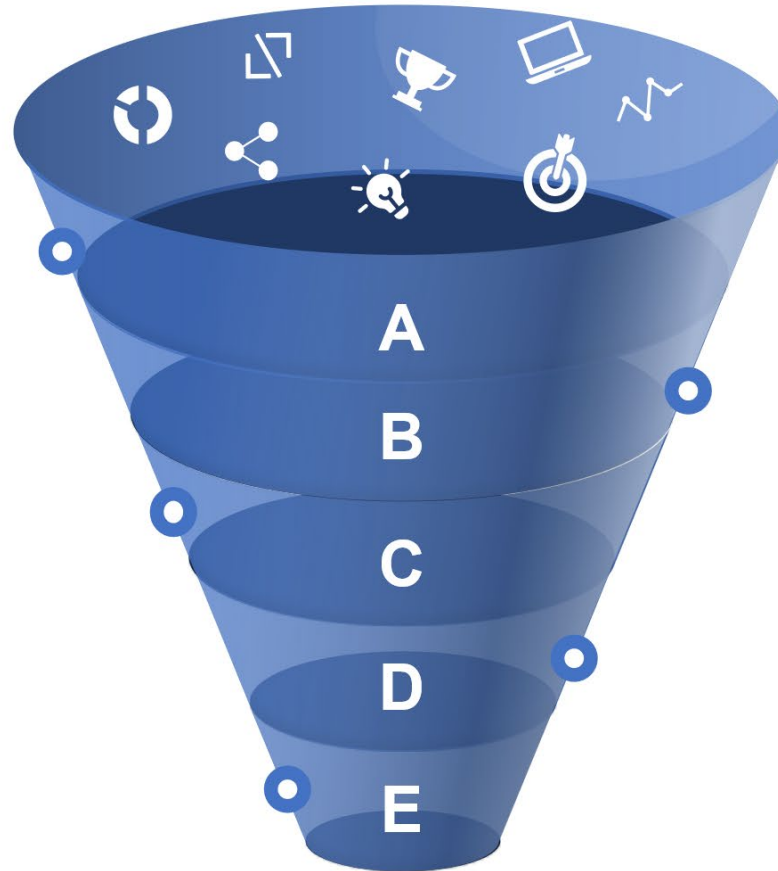
Aligned Job Titles

Ids for educational programs (CIP) and aligned to occupation codes (SOC). Based on CIP/COC identify appropriate job titles.

Advisory Council

Each College has a minimum of one industry council, seek input on degrees, trends, and skills/gaps we need to address

A

B

C

D

E

Program

College & Stakeholder Conversations

programmatic accreditor requirements. Process for program design that involves market research and ROI, faculty councils
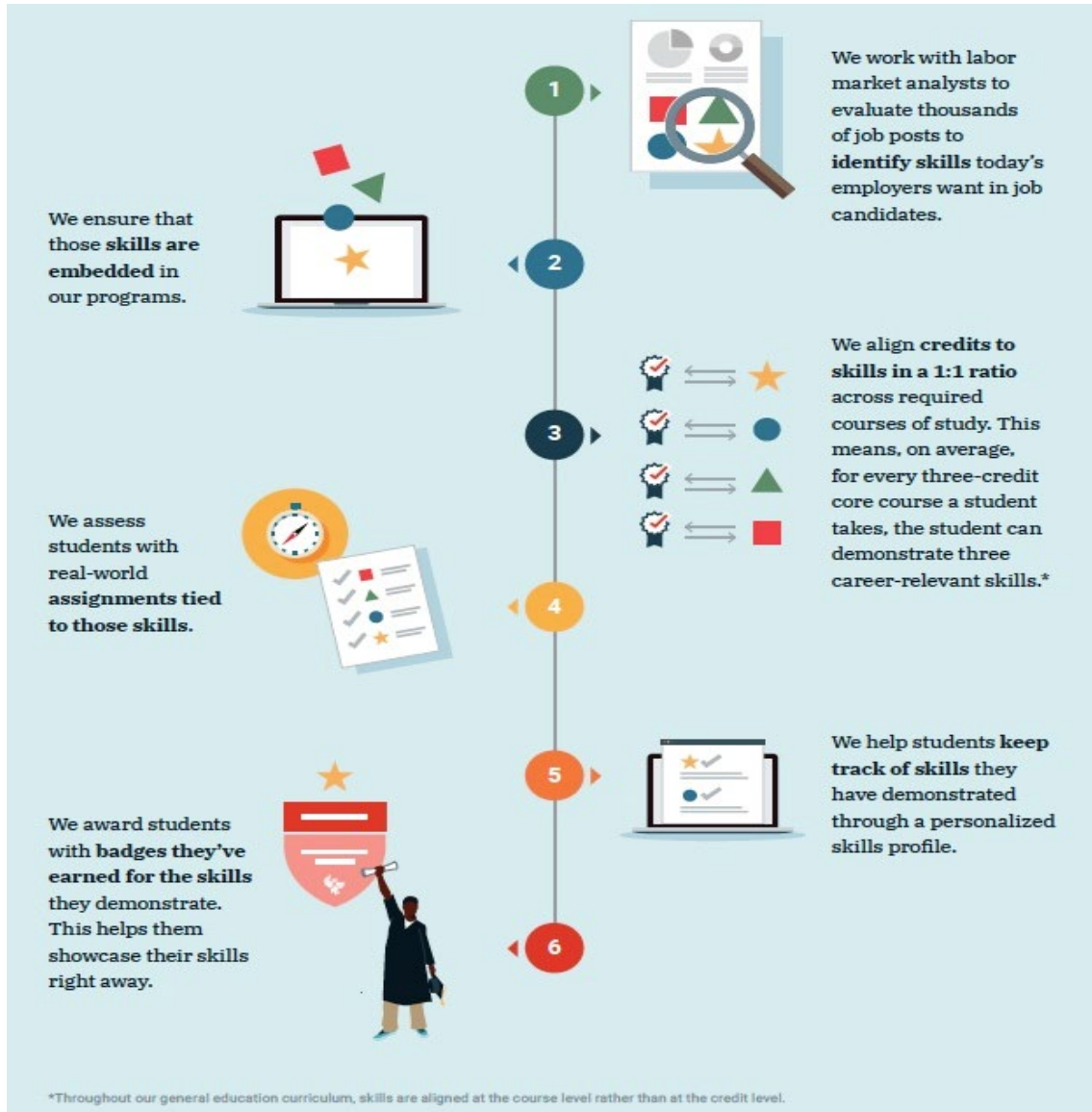
EMSI -Economic Modeling Data

Captures current job posting data tied to titles, CIP/SOC and employer information and grabs skills for those areas allowing us to map programs to in demand skills

Skills Mapping Journey

We work with labor market analysts to evaluate thousands of job posts to identify skills today's employers want in job candidates.

We ensure that those **skills are embedded** in our programs.

We align **credits to skills in a 1:1 ratio** across required courses of study. This means, on average, for every three-credit core course a student takes, the student can demonstrate three career-relevant skills.*

We assess students with real-world **assignments tied to those skills.**

We help students keep **track of skills** they have demonstrated through a personalized skills profile.

We award students with **badges they've** earned for the skills they demonstrate. This helps them showcase their skills right away.

*Throughout our general education curriculum, skills are aligned at the course level rather than at the credit level.

Students Voices Matter

- 76% understood professional benefit
- 64% believe badging will help with advancing careers
- 68% worked harder in course because of the ability to earn a badge
- 75% believe it will be easier to communicate their skills to potential employer
- 73% are eager to start next course because of badges
- 81% have a strong desire to complete their program because of badges
- 27% want to share badge, but don't know how
- 11% won't share because no need for it in their current position

New Tools for Learners

The **Career Navigator** is the personalized Career Guidance platform where students can explore careers, plan their next step, see their skills and explore jobs that align with their program.
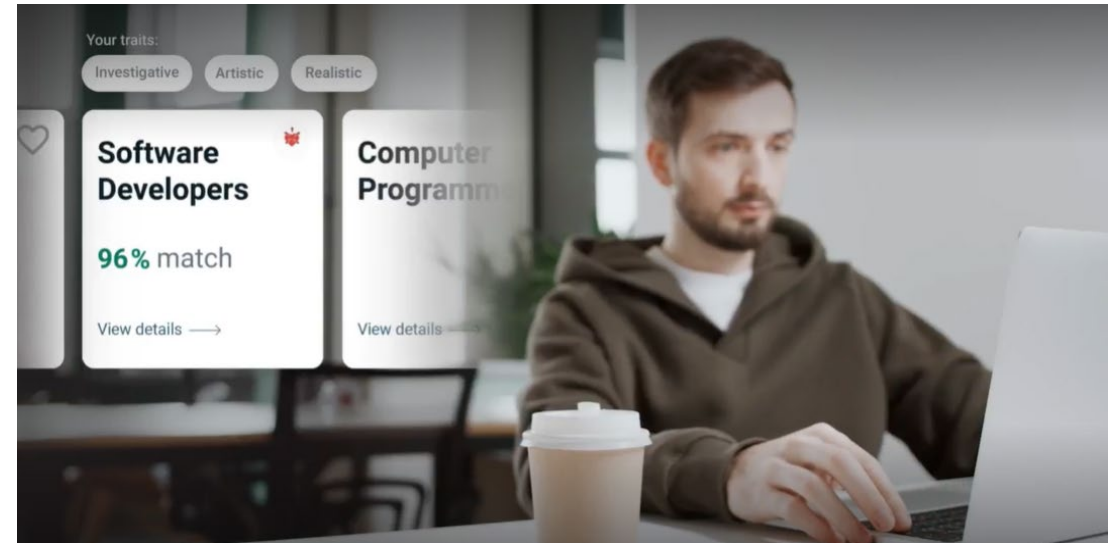
The Career Navigator contains:

- **Career Explorer**-Learn about careers based on fields or industries they are interested in
- **Career Planner-**Plan & identify next steps by saving careers & job titles that best align to their goals
- **Skills Profile**-View demonstrated or self-identified skills
- **Job Explorer**-Explore job postings that are relevant to their most recent program of study

What In It For You?

Tools Available Today:

- Job postings shared with current students and alumni through Career Services
  - 1:1 appointments & Alumni and Student digital platforms
- Employer webinar highlighting organization and job openings
- Learn more about solutions to upskill & reskill employees
- Participate in annual **Inclusive Leadership Summit**
  - Employer panels
  - Recruiting booth

Tool in the Works:

- New skills taxonomy will make candidate matching process for employers much more effective

- Build skills profile for job openings with employer and identify current and emerging talent within student and alumni population

- Utilize multiple platforms to promote jobs to students and alumni that aligns with their skill inventory
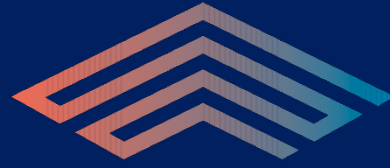
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