



  
GREATER PHOENIX CHAMBER  
**FOUNDATION**

Education  
Workforce  
Wellness  
Research



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# Greater Phoenix Chamber Foundation

The Greater Phoenix Chamber Foundation (the Foundation) convenes and catalyzes business, education, and community to enhance college and career readiness, develop a stronger workforce, and build healthier communities throughout Arizona. The Foundation, a 501c3 nonprofit organization, leads the charitable and education initiatives of the Greater Phoenix Chamber under the four pillars of education, workforce development, wellness, and research.

## Workforce Development

The Foundation serves as an intermediary between business and education, convening five employer-led workforce collaboratives to address the growing skills gap facing our community. Each collaborative focuses on engaging key stakeholders to develop and champion holistic and scalable workforce solutions for the Greater Phoenix region and the state of Arizona.

## Education

ElevateEdAZ prepares individuals for college and career through stronger alignment between education, business, and the community.

## Wellness

Wellness AtoZ makes Arizona and the Greater Phoenix region known as destinations for healthy talent and healthy communities.

## Research

The Foundation publishes data-driven research on public policy, economic impacts, and community issues with the purpose of informing policymakers, business leaders, and the general public.

## Industries Served



Construction



Cybersecurity



Healthcare



Information Technology (IT)



Manufacturing



# Workforce

Growing and retaining a quality workforce is essential to the success of our economy. With thousands more available jobs than workers in Arizona, employers must adopt new, flexible approaches to develop, attract and retain talent.

## WORKFORCE SOLUTIONS AND EVENTS

### Workforce Collaboratives

The Foundation hosts five industry-focused workforce collaboratives, bringing industry together to identify pain points and work toward collaborative solutions to meet growing workforce needs. The Foundation subscribes to the employer-driven U.S. Chamber of Commerce Foundation's Talent Pipeline Management® (TPM) model, which uses supply chain principles to align educational outcomes with employer talent demands.

### Connect to Work AZ

In 2023, the Foundation launched Connect to Work AZ, powered by Skills for America's Future, connecting unemployed and underemployed individuals to career opportunities through recruitment partnerships with quality employers. Through this initiative, employers meet their talent and equity goals and individuals obtain jobs with benefits and opportunities to advance.

### Build Your Future Arizona

The Construction Workforce Collaborative—including commercial and residential contractors and subcontractors—is focused on attracting opportunity youth, women, veterans, and other individuals to launch high-potential careers and pursue opportunities to earn while they learn through the Build Your Future Arizona construction career awareness campaign.

### Workforce Events

The Foundation hosts annual events providing employers and community leaders with tools to bolster their talent development, attraction, and retention strategies through the deployment of effective partnerships. Events include:

- Workforce Summit - full-day conference highlighting workforce solutions across the state and region.
- Washington D.C. Workforce Trip - intimate group of business, education, and community leaders meeting with agencies, elected officials, and related organizations to advance Arizona's education and workforce ecosystem.



## CAPTURING THE CURRENT STATE OF THE U.S. WORKFORCE

There are

**6M**

open jobs in the U.S.  
(September 2023)

**6.1M**

unemployed workers in the U.S.  
(October 2023)

Unemployment Rate:

**4.2%**

Arizona

**3.9%**

U.S.

(October 2023)

Labor Force Participation Rate:

**62.0%**

Arizona

**62.7%**

U.S.

(October 2023)

## CONNECT TO WORK AZ

In May 2023, the Foundation launched Connect to Work AZ, powered by Skills for America's Future. The jobs-first model connects unemployed and underemployed individuals to careers in healthcare and financial services. Working as an extension of a company's recruiting team and partnering with community-based organizations, Connect to Work AZ helps employer partners meet their recruiting, diversity, equity, and inclusion goals.



# Workforce Collaboratives



## ADVANCED MANUFACTURING

Arizona is home to thousands of manufacturers, ranging from aerospace to semiconductors, to clean energy. Arizona ranks #4 in the nation for semiconductor exports out of a total \$60B, and #4 for semiconductor manufacturing employment.

The Advanced Manufacturing Workforce Collaborative, which includes small and large organizations, is focused on strengthening the region's manufacturing education and training systems as well as increasing industry and career awareness among youth and adults.



## CONSTRUCTION

The construction industry is facing significant talent gaps, which are delaying projects and resulting in slower economic growth for Arizona. Heavy civil, commercial, and residential contractors and subcontractors have come together to create the Construction Workforce Collaborative to attract people of all ages to the craft professions.

Join the Foundation's Build Your Future Arizona campaign, an industry-led career awareness campaign inspiring the next generation of tradespeople to construct their career!

- By December 2026, Arizona will have more than 195,000 construction jobs to fill.
- 91% of companies are having trouble filling positions among the craft workforce that performs the bulk of construction work.\*\*

\*\*Source: [The Associated General Contractors \(AGC\) of America, Inc](#)





**AZ Cyber Talent**

Powering innovation and talent

[www.azcybertalent.com](http://www.azcybertalent.com)

## CYBERSECURITY

Arizona is home to a booming technology industry, which is naturally complemented by the need for cybersecurity professionals.

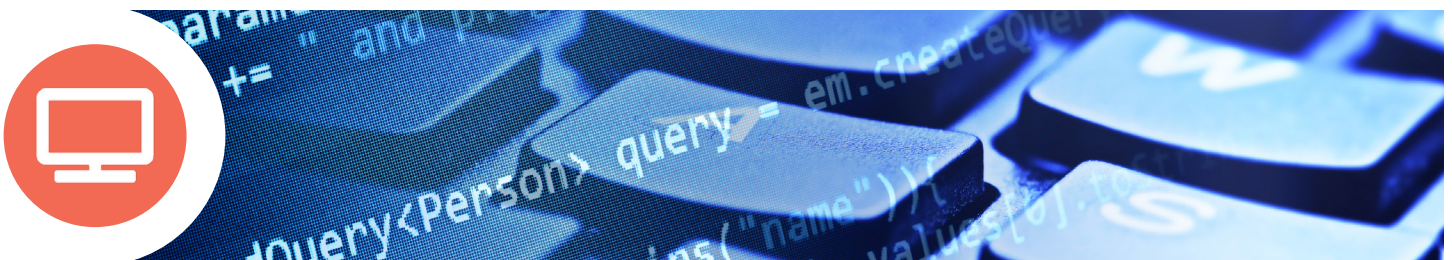
With thousands of vacant positions for security analysts at all levels, the Cybersecurity Workforce Collaborative formed to ensure Greater Phoenix acquires and develops the talent needed to protect the integrity of the region's online presence.

Join the Cybersecurity Workforce Collaborative to build awareness of cybersecurity roles available in Arizona, align education and training programs with the needs of employers, and attract the talent needed to grow our cybersecurity workforce.

### Cybersecurity and Technology Externships

The IT and Cybersecurity Workforce Collaboratives host an annual two-week externship to share industry knowledge, career pathways, and career opportunities to students, veterans, career changers, and mothers re-entering the workforce.

Visit [phoenixchamberfoundation.com/fallexternship](http://phoenixchamberfoundation.com/fallexternship)



## INFORMATION TECHNOLOGY (IT)

Arizona is projected to be the 2<sup>nd</sup> fastest growing IT job market over the next 10 years and is in the top 10 for our tech talent pipeline.\*

The IT Workforce Collaborative is focused on recruiting diverse candidates and building inclusive programs to retain talent. It champions a hybrid approach to prepare new IT talent with classroom learning, practical experience,

and soft skills development. Join the Collaborative's diverse group of employers, industry professionals, educators, and training partners to sustain the growth of the IT industry across the state!

\*Source: CompTia, 2022  
Business Facilities Magazine State Ranking Report, 2021



## HEALTHCARE

After identifying a lack of training programs and available simulation labs to upskill nurses into specialty roles, the Chamber supported MCCCDC's efforts to secure \$5.8 million in appropriations from the legislature to fund needed infrastructure at MCCCDC to create and scale specialty nursing training programs.

The Greater Phoenix region hosts a number of worldclass hospital systems, and continues to grow as a top healthcare hub. Through the Foundation's Healthcare Workforce Collaborative, the region's healthcare providers are working together to address the growing shortage of specialty nurses and create new pathways for talent.

Join the Healthcare Collaborative to be part of the design and implementation of programs to create new sources of talent by evaluating existing and developing new local education programs. Together, industry leaders are transforming the landscape of healthcare in the Greater Phoenix region.

Healthcare jobs in Arizona are projected to increase by 9.6% over the next five years, 2023 through 2027\*.

*\*Source: Lightcast*

### What does the Healthcare Workforce Collaborative do?

- Identifies industry wide workforce needs and challenges
- Supports grant and other funding proposals to develop new training programs and resources
- Coordinates with educators to inform industry training needs and projections
- Shares resources and best practices for maximum impact

### Current subcommittee priorities include:





- A Joint Healthcare Talent Attraction Marketing campaign to recruit talent nationwide
- Increasing capacity to train new nurses by expanding clinical opportunities
- Accelerating career pathways for in-demand healthcare positions for high school students and beyond





ElevateEdAZ prepares individuals for college and career through stronger alignment between education, business, and the community.

ElevateEdAZ is now embedded in 20 schools across five districts and one charter network, providing an estimated 40,000 student touchpoints. This strategic education initiative is working to increase:

<p><b>Students pursuing high-wage, high-demand careers</b></p> 	<p><b>Students earning early college credit and industry-recognized credentials</b></p> 	<p><b>Students completing internships and job shadows</b></p> 	<p><b>Educators participating in externships to teach students relevant workplace skills</b></p> 
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## GIVING STUDENTS ACCESS TO HIGH-WAGE, HIGH-DEMAND PATHWAYS

ElevateEdAZ partners with schools and districts throughout the Greater Phoenix region to promote pathways and career and technical education programs in industries such as:

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

**Arizona high school students who participate in dual enrollment are more than twice as likely to attend college. They're also more likely to stay enrolled, earn higher GPAs, and finish.**

Source:  
Helios Education Foundation, 04/24/2023



GET INVOLVED AND MAKE A DIFFERENCE IN THE LIVES OF ARIZONA STUDENTS!



Help strengthen our future workforce by providing a internship for a local high school senior!



Provide learning opportunities for teachers and counselors through quarterly Virtual Educator Externships, organized by ElevateEdAZ and our partners:



Host a job shadow experience to help students bridge the gap between the classroom and industry.



WORK-BASED LEARNING OPPORTUNITIES:

- Job Shadows
- Field Trips
- Mock Interviews
- Student Internships
- Industry Certifications
- Exam Tutors
- Guest Speakers
- Loaned Classroom Instructors
- Career Exploration Fairs
- Career Mentors
- Educator Externships
- Advisory Councils

**“Having participated in an internship, I was provided a feel for what this career is all about which helped me down the line decide if work in marketing and social media is a career path I want to pursue. I am fortunate enough to have acquired such an opportunity and I believe this experience has helped shape me as a person and how I will approach similar situations in the future.”**

- Erica Khatter, High School Marketing Intern



# Research

The Foundation publishes data-driven research on education, workforce, public policy, and economic trends to inform local and national leaders, policymakers, and the general public.

## STATE OF THE WORKFORCE REPORT

The state of Arizona's workforce impacts business. With workforce demands in our state and nationwide rapidly evolving, business leaders must stay informed on trends in the labor market. Each year, the Greater Phoenix Chamber Foundation produces an in-depth study of Arizona's workforce. The 2023 *State of the Workforce Report* highlights trends in Arizona's labor market, local perspectives on talent gap challenges and consumer sentiment on the job market, compensation increases, and retraining. Highlights include:

- Arizona's per capita personal income has been rising since 2012, and is outpacing the rest of the country because of the state's focus on higher-quality jobs.
- Healthcare and social assistance, and professional and business services have led the state in job growth over the past 10 years.

- Healthcare support occupations, transportation, and materials moving occupations, and construction occupations have the highest projected demand over the next 10 years.
- Phoenix continues to see lower unemployment (3.1%) than the US (3.6%) and has outpaced the US in labor force participation rate (64.3% vs 62.4%).
- Per a recent Hiring Lab Survey of unemployed workers, more than half (59%) cited financial cushion or spouse employment as reasons for lack of urgency in finding employment.

[Click here to view the State of the Workforce Report](#)

## DUAL ENROLLMENT PROJECT SUMMARY

ElevateEdAZ worked closely with Maricopa County Community College District, Phoenix Union High School District, and Mesa Public Schools to increase dual enrollment registration for Fall of 2022, resulting in a 40% increase in registration. The project summary,

published in January 2023, highlights the steps to success and key priorities for continued increases in dual enrollment attainment.

[Click here to view the Dual Enrollment Project Summary](#)

*The changing dynamics of Arizona's workforce made headlines in May after the Greater Phoenix Chamber Foundation's 2023 State of the Workforce Report showed continued advancement and diversification of Arizona's job market. At a time when concerns over a possible recession are looming and major retailers across the country are issuing rounds of layoffs, the report offered an encouraging picture of our state's economy and the workforce that fuels it.*

– **Jim Rounds** | Rounds Consulting Group, Inc.



## WELLNESS ATOZ

Wellness AtoZ showcases Arizona and the Greater Phoenix region as destinations for healthy talent and healthy communities. Wellness AtoZ is a free toolkit for companies looking to build or enhance an internal wellness program. Throughout the past year, Wellness AtoZ reached more than 1,000 employers through its monthly newsletter to help educate them on how to keep our community healthy and active.

# Board & Sponsors

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## THANK YOU COMMUNITY SUPPORTERS

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