



**GREATER PHOENIX CHAMBER**  
**FOUNDATION**

2023–2024  
**COMMUNITY  
IMPACT  
REPORT**

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# Foundation Workforce Initiatives

The Greater Phoenix Chamber 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.

**Foundation Chair: Stacy Derstine, Vice President, External Affairs, APS**

## WASHINGTON D.C. WORKFORCE DELEGATION

The Foundation led a delegation of 16 business and community leaders to Washington D.C. to discuss workforce and education issues in Arizona. The delegation met with Senator Sinema, Senator Kelly's office, Congressman Stanton, and several agencies, including the Department of Education, Department of Labor, and Department of Commerce to discuss challenges, potential immigration reform, federal grant opportunities, and realignment of the Workforce Investment Opportunity Act (WIOA).



## CONNECT TO WORK AZ

The Greater Phoenix Chamber Foundation launched Connect to Work AZ, powered by Skills for America's Future in May 2023. 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.

### Employer partners for the program include:



JPMORGAN CHASE & CO.



### Sponsors include:



### During the initial year of the program:

the program placed

# 73

candidates

# 66%

of placed candidates identify as persons of color and the average placement wage was approximately \$20.00 per hour

Expansion to additional high-demand industries, such as manufacturing, is anticipated in the future

The 90-day retention rate for the program was

# 87%

while the overall retention rate for all placements as of June 30<sup>th</sup> was

# 70%

### Connect To Work AZ also hosted two healthcare hiring events which resulted in:

# 27

placements

# 13

candidates moved forward in the hiring process

Nearly

# 40%

of candidates interviewed were offered employment

## WORKFORCE COLLABORATIVES

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



### ADVANCED MANUFACTURING

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

Key objectives:

- Launch and scale new CTE pathway for semiconductor manufacturing
- Increase the number of internships, job shadows, and career awareness opportunities for high school students



### CONSTRUCTION

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 (BYFAZ) construction career awareness campaign.

- Over 2 million impressions!
- Launched construction training pages for:
  - o [GateWay Community College](#)
  - o [Mesa Community College](#)
  - o [South Mountain Community](#)

**21,000+**

students served at

**94**

career fairs

Distributed over

**56,000**

construction career cards



## CYBERSECURITY & INFORMATION TECHNOLOGY



Arizona's tech sector continues to thrive, resulting in a greater need for qualified talent. The Cybersecurity and IT Workforce Collaboratives aim to strengthen the tech talent pipeline to ensure Arizona will meet the fast-growing demand for IT and cybersecurity-related occupations. The collaboratives include a diverse group of employers, industry professionals, educators, and training partners with the shared mission to sustain growth of the industry across the state.

- Participated in EPIC, sponsored by the US Chamber of Commerce Foundation and Riipen, offering authentic, employer-sponsored project-based learning
- Hosted annual Fall Virtual IT & Cybersecurity Externship

**10** students and **2** employers participated in the pilot program

*"The IT & Cybersecurity Externship program is a comprehensive course that provides hands-on experience to individuals who are interested in pursuing a career in the IT & Cybersecurity industry. From beginners to experts, the program caters to a wide range of learners and equips them with the necessary skills to succeed in the constantly expanding field of IT and cybersecurity."*

**– Junior Alvarado, 2023 Fall Externship testimonial**



## HEALTHCARE

The Healthcare Workforce Collaborative identified three priorities and created sub-committees focused on addressing the urgent shortage of healthcare workers in our region. These subcommittees focus on:

- Joint talent attraction marketing campaign
- Expansion of clinical sites and instructors for nursing students
- Development of new CTE pathways

The collaborative has grown in membership this year and now includes employers that represent over 60,000 healthcare employees in Arizona.

The Foundation hosted two healthcare convenings with over 80 industry and education leaders to create an action-oriented, strategic workforce development plan for Arizona. Additional meetings are held quarterly with a final plan expected by early fall.

# Research

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

## ELEVATEEDAZ

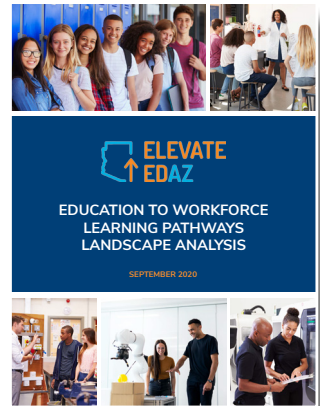
ElevateEdAZ partners with education, business and community to prepare Arizona students for college and career in leading industries.

ElevateEdAZ is aspiring for all Arizona students to have equitable access to college and career opportunities that strengthen local communities through economic mobility.

## LANDSCAPE ANALYSIS

For school year 2023-2024, ElevateEdAZ analyzed all High-Wage, High-Demand (HWHD) CTE programs to support high-quality learning pathways. HWHD pathways provide students with early post-secondary credit opportunities such as dual and concurrent enrollment, industry-recognized credential attainment, a clear pathway to post-secondary education, and alignment to in-demand job opportunities.

[Click here to view the analysis.](#)



## DUAL ENROLLMENT FOCUS GROUPS

In December 2023, ElevateEdAZ conducted focus groups with students, parents, teachers, and counselors to gain a better understanding of dual enrollment barriers and successes. The focus groups clearly outlined a need to offer student and parent workshops, incentives for teachers and counselors, establish equitable practices for weighted grades, and improve data-sharing practices between high school and higher education partners. These outcomes continue to guide ElevateEdAZ's work in dual enrollment.

## DUAL ENROLLMENT OUTCOMES

ElevateEdAZ conducted a dual enrollment (DE) research partnership with ElevateEdAZ high school partners and Maricopa Community Colleges. This project continues to break down barriers to access dual enrollment work including increasing awareness, motivating teachers to become DE certified, intentional course alignment, and building strong partnerships between community colleges and high schools.

[Click here to view the project summary.](#)



ElevateEdAZ partners with education, business and community to prepare Arizona students for college and career in leading industries. Over the past year, ElevateEdAZ has expanded and is now present in 20 schools across five districts and one charter network, providing an estimated 43k student touchpoints. This strategic education initiative is working to:

- Increase the number of students completing high-wage, high-demand career pathways
- Increase attainment of industry-recognized credentials and early postsecondary credit
- Provide more students with opportunities to apply academics through work-based learning experiences
- Empower educators with industry knowledge to align classroom learning with workforce needs

## 300

Students participating in internships

*(296% year-over-year growth)*

## 1,820+

Students participating in job shadows

*(192% year-over-year growth)*

Business Advisory Council meeting supporting 15 Career and Technical Education programs with employer support and guidance

Participants included:

## 5,300+

YouScience Career Interest and Aptitude Assessments provided to students

## 40+

Industry partners

## 970+

Career awareness and development engagements impacting over 40,000 students

## 150+

Businesses engaged

## 50+

Teachers & administrators

## 6%

increase in fall dual enrollment registration across all partner schools

## \$53,000+

paid to teachers and students for the attainment of credentials in high-wage, high-demand pathways

## 136

Educators participating in Virtual Educator Externships\* experiences to provide 27,000+ students with career-connected learning

\*Virtual Educator Externships and High School Career Connect programming is provided in partnership with the Center for the Future of Arizona and Arizona Business & Education Coalition.



## ELEVATEEDAZ ANNUAL CELEBRATION



ElevateEdAZ's Annual Celebration was a momentous occasion, celebrating students, parents, school leaders, and partner employers and to commemorate a year of growth in education and career development.

**300** attendees

**85** students

**16** business partners

## EDUCATION PARTNERS



ASU Prep Downtown Phoenix  
ASU Prep South Phoenix



PHOENIX  
**PXU**  
UNION



**NC** North Canyon High School  
**PV** Paradise Valley High School

## ELEVATEEDAZ BUSINESS PARTNERS



## EXTERNSHIP PARTNERS



## CAREER Z CHALLENGE

The Career Z Challenge seeks to improve student access to high-quality work-based learning (WBL) opportunities and is aligned with the Biden-Harris Administration’s “Raise the Bar: Unlocking Career Success” initiative.

ElevateEdAZ is participating in the Career Z Challenge, along with Phoenix Union High School District and Mesa Public Schools, in order to fortify and synchronize Arizona’s educational and workforce objectives, with a goal to engage more students with disabilities in work-based learning experiences and establish baseline outputs:

# 20

Students participating in internships overall (19 students placed in internship YTD)\*

# 100

Students participating in job shadows overall (98 students placed in job shadows YTD)\*

# 500

Students engaged in career awareness opportunities (660 students engaged in career awareness)\*

\*Data updated as of 6/18/24



## PATHWAYS TO ECONOMIC OPPORTUNITY

Funded through Valley of the Sun United Way (VSUW), Pathways to Economic Opportunity is in its second year of operation within the Foundation. The Greater Phoenix Chamber Foundation supports this effort through a high school internship and IT & Cybersecurity Externship program. The program conducts outreach to Black and Latino young women and provides youth with information on upcoming internships. During the 2023-2024 school year, 11 students received internship opportunities and five participated in the externship and received added support from Chicanos por la Causa and VSUW program managers.

## NATIONAL EPIC CHALLENGE

As referenced in the Workforce section, 10 students received the opportunity to participate in the nationwide EPIC Program, sponsored by the U.S. Chamber of Commerce Foundation and Riipen. EPIC offers authentic, employer-sponsored project-based learning, connecting learners and workers through business associations and challenge providers. In June, Foundation staff and a student participant attended a convening at the U.S. Chamber with EPIC program representatives from across the country to share lessons learned and best practices to strengthen future iterations of the program.





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

# 250

employers through its monthly newsletter to help educate them on how to keep our community healthy and active

The LiveWell newsletter averaged a

# 60%

open rate

Social media impressions have increased by over

# 100%

since last year



[WELLNESSATOZ.ORG](https://WELLNESSATOZ.ORG)

# 2024–2025 Board of Directors

## CHAIR

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**Jay Kaprosy**, Director, Veridus

## VICE CHAIR

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**Stacy Derstine**, Vice President, External Affairs, Arizona Public Service (APS)

## TREASURER

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**Sara Gordon**, Managing Director – Lending Advisor, JPMorgan Private Bank

## MEMBERS

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**Cherie Bond**, Sr. Director, HR Business Partner, ADP, Inc.

**Phillip Huhta**, Managing Director, Client Service & Support, Charles Schwab & Co., Inc.

**Adriana Murrietta**, CEO, Pharos Foundation

**De Anne Russell**, System Vice President, Talent Acquisition, Common Spirit Health

**Kim Samuel**, Director of Human Resources, Kitchell Corp.

# Thank you to our Funders

## GENERAL FOUNDATION FUNDERS



## THANK YOU ELEVATEEADAZ FUNDERS



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